Point of View By Mudeleiue F. Green

The Accidental President: Views of Theory and Reality

MENIOR STAFF MEMBERS at national higher-education associations are supposed to be one of two general types: those who already have had distinguished eareers as callege ar university presidents and those wha aspire ta that supreme position. The common belief is that real life happens in the trenches-on campuses-and that the nablest occupants of those trenches are beleaguered eallege presidents. They troup to their national associations ta refleet solemnly on broad issues and to guide naïve assoeintion staff members protected from the true grit af cumous life.

When I eame to the American Council on Education in 1974 ns nn assistant project director, my professional campus experience consisted af three years af teaching French language and literature at a private women's callege in Boston. My academic life began and ended in the classroom. Department chairs seemed to serve a useful function, but, far the life of me, I cauldn't fathom what provosts and presidents did.

In the ensuing years, however, I traveled widely to college and university campuses and warked with hundreds of ACE Fellows, presidents and ather senior administratora, and faculty members. I got to knaw them; learned about the issues that were impartant to them; heard their war stories and their persanal tales of elatian and depresaion. I was able ta compare and contract a wide sampling of U.S. colleges and universities. Not knowing any better, I thought that I cauld learn samething abaut esmpus life through my wark at ACE. I had a unique windaw an the world of higher-education leadership, and I happily took advantage of it.

Yet, to the astonishment of my friende who were eallege presidents, I did not erave a presidency myself. I did nat long to be in "the real world." I have never planned my esreer, never thought about "pasitioning" myself for the next mave. I was content to direct ACE's Fellows Program and its Center for Leadership Developmant, initiating new projecte and writing about leadership and eampus issuee. However, when an opportunily fell into my lap in August of 1990 to serve as interim president of Mount Vernon College, a women's college in Washington, D. C., I accepted the job. I reasoned that I was not averse to the "real world," as my eampus colleagues defined it, and that assuming the position would allow me to test my theories es well as my mattle. I was aobered, however, by my understanding of the darker side of college presidency—and the reality that I was in charge.

My friends in the trenches were amused: "It's one thing to write about leadership and quite another to do it. Now it's your turn," As the year progressed, I heard the same question repeatedly: "Now that you've experienced real-life leadership, does the reality match your theories? Was writing about leadership at all relevant to what you're doing now as a president?" The unstaled message, of course, wae that I now had joined the racks of those brave warriors who had wreatled with the administrative dragon; finally, I would be able to distinguish real life from the pale imitation perceived by association alaffers or discussed in the higher-education literature.

As I began my precidential year, I doubted that I would encounter many stunning surprises. But I knew that I was vulnerable, since I had made verious pronents about leadership in my writing. Would I have to lasue a public retraction? I knew that I would be operating from a well-thought-out conceptual frameork, filed in the mental compartment called "knowing." But, I also knew that on the spot, one doesn't consult one's ideas, values, and beliefs like a manual. Rather, one operates from the compartments called "feeling" and "doing." Since there was little time for reflection, I led from my instincts, like most presidents,

and haped that they had been adequately huned by priar reflection and that my actions would jibe with my professianal beliefa.

I spent most of my year larching from unc crisis to the next. On arriving at Mount Vernon, I faund nothing aut af the ardinary far the president af a small college; a distrustful, demoralized faculty and staff; an iniminent union election by the approximately 40 stnff members. many af whom saw uo other way to be heard; and severe financial problems. The baard simply wunted sameane ta hold the college together until a permanent president could be faund.

Sa haw did the canventional wisdom nhaut lendership and my awn interpretations of it hold up? I present three theanes, followed by the reality I experienced as a callege president:

Theary: Management and leadership are quite difrent. Several lendership gurus are quite clear on this distinction. They associate leadership with exerting influence; providing guidance, vision, and innovative

"Finally, I would be able to distinguish real life from the pale imitation perceived by association staffers or discussed in the higher-education literature."

ideas; and facusing peuple's attention on important issues. Leadership is seen as a lufty, inspiring, and sometimes "transforming" enterprise. Munugement, un the other hand, is seen as enneerned with command control, and making things work—a pedestrian madertaking compared with the sonring possibilities of lend-

I had never bought that dichntomy, and my year us president confirmed that the borders between manusement and leadership are fuzzy indeed. Yes, lenders need vision, but leaders don't necessarily have virious, which is the impressian that some theorists give, My approach to leadership and my reality were u lot more modest. More often thun not, leadership was demonstrated through an accumulation of small acts, meny of them management decisiona.

In a small college, presidents are in the trenchesodding, pushing, nudging, selling, and negotiuting with faculty and staff members, students, parents, board members. Of course, one has to know why one is doing all that and where one ie headed. But a vision isn't of much use if it's not shared by those who must make it e reality. Most days, I managed my way to leaderehip. I believe that my fellow presidents would say that they do the same.

Theory: Leodership is largely symbolic, and a president is the living symbol of on institution. This I agreed with; my conversations with dozens of presidents had corroborated it. Such symbolism le what makes the presidency a 24-hour-a-day job and every conversation and speech impartant. Presidents are walched elosely: elr comments are interpreted and reinterpreted. Their body language scrutinized, and their mood titrated as a measure of the state of the college. Leader and institution are fused.

I knew all of this going into my year, but I experienced some twists that I hadn't anticipated. The most important thing to remember, I knew, was that a symbol is not e person; I was me, not a aymbol. Thus I scrupulously worked to separate myself from my position. What I forgot was that no one else saw that impor-Isni difference. To everyone else, I was a living, bresthing symbol; the recipient of everyone's projected hopes and frustrations. It doesn't matter to rappe but the president that it's just you in there, but God help the president who forgets that.

I concluded that the more distance a president or get from the role, the better. The need far private in and space is great, but those are scarce commodities. was fortunate in that my own home was 15 minutes from the campus. (Many community-college presidents and some presidents of four-yeer instihave the same laxnry. I When I finally did drag mysell wenrily limme from the office, it was to my own private space with my family, not to a fishbowl un the camera

Why not use presidential residences for entertaining and official functions and let presidents really be ofduty when they go home? A private home, providing some physical and emotional distance from camps, might do a lot for presidential sauity land reduce the number of careers gone awry over the easts of presdents' official residencest

Theory: Institutional change requires vigorous kad ership from the top. Theorists disagree about the laportance of presidential leadership. One camp thinks is pivotal, maintaining that strong leaders are neededn overcome the institutional inertia that is bred by the encryating polities of academic life. Another group sees colleges as "organized anarchies," fluid arganiza tions on which leaders have little impact.

Before becoming a president, I was convinced by my observations and simple intuition that leaders do make a difference, although probably less of one than soo scholars might think. Now, having served es a perdeut, I am more aware than ever of the limitetions on president's influence and of the truth of my convicto that presidential lendership by itself is insufficient.

PRESIDENT'S VISION IS unly as effective a the number of constituents who embrace) Presidential vision is produced by an unusual alrheiny of the hones, assimitions, strength and fears of many different people. A president elicit these from others and reflects them back in different forms. That is not to say that presidents simply minor the cumbined wishes (usually conflicting) of their con stituents. But if constituents ilon't see any of their out ideas or values mirrored in a president's vision, the mad aheud is periliuis.

An important aspect of leadership that receives to little attention is the importance of strong leaders throughout an institution. Presidents must develop alrong leaders not only among senior administrators but also amnng department chairs, committee brads faculty and staff members, and students. These people ure the engine of change; without healthy, positive, and responsible leadership from the ranks, presidents and deans are paralyzed. As a president, I constantly me to develop leaders by giving faculty and staff members who wanted to make a positive contribution the opportunity and room to lead.

My year in the trenches gave me first-hand experi ence in unrelenting stress and tension. Because the college's future was imperiled, every decision com no margin for error existed. Between the tidal waves of crisis, I sumetimes wondered why smart people choose to do this far a living. Hut there were joys, too the students, the sense of inching an institution forward by by bit, the feeling of being a part of a special communication

"So," my friends ask me, "will you do it again Have you acquired a laste for being president?" My reply is that I hunestly dun't know: I have never plaoned my career, and I see no need to start now.

Madeleine F. Green is a vice-president of the American Council on Education.

THE CHRONICLE

of Higher Education.

March 4, 1992 . \$2.75 Volume XXXVIII, Number 26

Quote, Unquote

News Summary: Page A3 "The Merlins of the eold war. heir wizardry cauld tip the balance of superpowers in the twinkling

A newspaper estumnist, an the

"In terms of the basic science, I think the answer is niready in: There is nothing deeply problematic about doubling he haman life span." A professor of ecology evolutionery biology: A9

"The ort-history establishment has failed to demnastrate itself as a viable, responsible discipline modem society and runs the risk of reducing itself to a mere antiquarian activity. ofsssor of art history, on the lack of debate over restaintions: B3

The Willie Sutton complex is alive and well and living in every state that has a healthy pension find." A lawyer, on ettorts to cut butions ta stote pensions: A27

"It's destroying some scientific chools. What took decades to build up is new taking nannths to deatroy." A Ruseian physiciet, on the colentific bidin diata thera: A41

"This is a struggle for the soul of this institution. The question that will be onswered here is essentially this: What is our sission? Why do we exist? Are we here to teach end learn or are we here to house hig-time

othletics?" The president of the U. of Navada at Lac Vegac. A39

"It'e my hobby. It became my tion and then my profession. I can't complain Samh A. Husni, a self-described student of the newsstand: A7

and Hold I	PAGES A1-52	
Athletics	A38-40	
Buriness & Philanthrop	y A33-34	
Gazetta	A45	
Government & Politics	A27-32	
Information Technology	A22-26	
international	444.44	
Personal & Professiona	A17-20	
ocholarship	A8-16	
Students	A35-37	
SECTION 2		
Bulletin Board	PAGES B1-68	
Color House	88-67	
Opinion, Letters, Arts	81.7	



Teaching Assistants Get More Training

Many colleges are expanding training programs for teaching assistants. Derica Sum Samuel, a ra from Zamhia, says Syrucuse University's intensive program helped her avercume her nervousness about "walking into a classroom of American students." Stury un Page A17.

Dominance of Science Policy by Physicists Seen Waning With End of Cold War and Rise of Biological Research

Nicolaas Bloc

Physics had and still hes an important

Sehrage called the physicists. "Their wiz-

ardry could tip the balence of superpowers

Bolstered by that public image, he

wrote, they won large amounts of federal

moncy for netional laboratories, "Star

Wars" research, and high-energy acceler-

etors, including the multibillion-dollar

rola in meking the dreame af

in the twinkling of a quark."

After dominating U.S. science and technology policy for decades, physicists must now share their influence with others, especially biological scientists.

That's the view of sume science anulysts, who say the end of the cold war and the explosion of popultunities in hiological research point to new halunce of power in the sciences-one with impartant implications for how the federal guvernment supports scientific research.

After World War II, many of the must exciting technological advances stemmed from fundamental discuveries in the physical sciences. But today the hiological revoluting-spurred in part by contributions from physicists und chemists-is producing an avalanche of stunning scientific and technological progress, the enalysts suggest. Administration ufficials say that recent actions by the National Science Fouadutiun and the White House Indicate that the federal government has recognized the

Bolstered by Public Imege

The decline in the influence of physicists was discussed in a recent culumn by Michael Schrage, a columnist for The Las Angeles Times. The column has sparked debate among scientists with its essertion that "the age of the physicists is over."

"The Merlins of the cold war," Mr.

Superconducting Supercollider. They also often wun a relutively large share of the top posts for seientists in academe, industry,

But the influence of physicists is now waning, he said, because of changes in geopolities und the nation's eclentific and technological priorities.

Role of the Atomic Bomb

Some physicists contend that Mr. Schrage's analysis exaggerated and oversimplified the influence of physicists and the role of the atomic bomb in enhancing

Donald N. Langenberg, a physicist who ehencellor of the University of Maryland, argues that physicists' role in developing the nuclear bumb thrust them into the Wachington spotlight.

After the war, he adds, it was natural for politicians to turn for advice to scientists they knew.

"It's probably fair to say that nuclear weapons provided the early entrée for some physicists to learn how to function in shington, Mr. Langenberg says.

Nicolaas Bloembergen, professor emeritus of physics at Harvard University, emphasizea that the prominence of physicists has not been limited to defense. He points to the use of lasers in medicine and advances in high-temperature superconduc-

Continued on Page A32



New QEMM-386 v

6611's nothing less than a dream come true 97.
Sieve Gibson, Injowerld 8/26/91

Suddenly PC users have a lot of memory managers to choose from. Seems that everyone has figured out running on a network. Or using TSRs.

best way to get the most out of memory. It 'pools' all your memory so that it's

available in whatever form your programs need—expanded or ANALYST'S CHOICE extended. You don't

even need to know the difference. QEMM does it all for you. Instantly, Whereas DOS 5, for example, requires you to figure out what you need, then manually allocate memory and re-boot for every change.

As for the all-important 'conventional' memory area, our new version 6 increases the amount of memory freed-up. Our exclusive 'optimize' feature automatically seeks out TSRs and device drivers and moves them into high memory—the area between 640K and 1 megabyte. All you have to do is type 'OPTIMIZE'.

QEMM-386 v6 finds more high memory than any other memory manager. Byte Magazine's tests showed it produced net memory gams of 21K to 132K over DOS 5.0 alone. QEMM is the top-selling PC utility. for instance.

There's no they need to run fast and efficiently.

And you get to have your TSRs.

Not every PC can benefit better way to

what users have been telling us for years: they need every last 'K' of available memory between 640K and memory between 640K a

nning on a network. Or using TSRs.
Our new QEMM-386 version 6 is the st way to get the most out of memory.



Stealth takes you to network and TSR heaven.

Our breakthrough 'Stealth' technology makes available areas normally taken up by ROM. Areas that QEMM-386 can use to load memory-hogging TSRs and drivers. Big programs can get the memory the software you own today.

from Stealth. But every PC can benefit from 'Squeeze'-our new feature to manage those TSRs that need more memory at start up and less

squeezed down after it's needed.

OEMM can use idle videa memory to produce a turther 96K gain on EGA and VGA systems when running character-based programs.

A priceless \$60 bonus. QEMM comes with Quarterdeck Manifest the award-winning analysis program that

makes it easy to see what's 'under the hood of your PC.

Manifest does for memory what PC Tools Deluxe does for disks.

See and understand how yo PC works with Manies

Benefits for Windows, too. Whether you're running DOS 3, 4, 5, or Windows, QEMM can improve your 386/486's performance.

That means you may not need a faster CPU. You may not need more RAM. QEMM makes your favorite programs work better by giving them more memory to run in.

QEMM helps you get the most out of



*For applicable quantities of products purchased after January 1, 1992 and before April 15, 1992.

For a free GrantPak call:

QEEgrant Committee, Quarterdeck Office Systems, 150 Pico Boulevard, Santa Monica, CA 90405 Tel: (310)392-9851 Fax: (310)314-4219

This Week in The Chronicle

Research

A MAYERICK'S VIEW OF THE DRIGINS OF FREEDOM Praise and criticism surround a sociologist's contention, in en award-winning book, that freedom in Western society owes its birth to slavery: A8

NEW FINDINGS FROM STUDIES OF AGING Researchers who have bred flies and worms to live nearly twice as long as their normal life spans say human life can be greatly lengthened: A9

PRINCETON TO OPEN WILDLIFE CENTER The university says it will establish o research center in Kenya on a 48,500-acrc cnttle ranch donated by no alumnus: A10

20-year-old sessey on black culture finds a publisher: AB New volley to the Jemes Joyce textuel wers: A8 AIDS transmission to infents studied: A11 Stowe's work eeen as derived from 'parlor literature': A12 Language skill tinked to size of a part of the brain: A12 Fernante status called key to student math scores: A12 Books: Ideology of art exhibitions; the age of propagende; studies of housework: A13 National Academy of Engineering elects naw members: A14 91 naw scholerly books: A14

Teaching

STUDYING ARCTIC CULTURES WITH KAYAKS Students at Sheldon Juckson College build their own boats using the techniques of the built Eskimos: A17

Computing

CONTROVERSY OVER HIGH-SPEED NETWORK A Congressional panel fears that the National Research and Education Network might be set up in a way that could deny occess to an army of prospective users: A22

VIDEODISKS FOR ETHICS EDUCATION Professors of Cornegie Melling U. use multimedia technology to simulate thorny moral situations: A22

Two students arrested for elipping virus into archive: A22 Vasi mejority of Library of Congress Items still on paper: A22 Nétwork would let music theropists exchange deta: A22 A worldwide seerch for computer viruses: A25 Center plans inventory of humanities texts: A25 Four new computer programs; two new opticel disks: A26

Personal & Professional Concerns

STANFORD SAID TO ASK FOR RESIGNATION The head of the medical school's neurosurgery department, who was occused of sexism by a femole physician, says he hus been asked to quit: A17

HELP FOR TEACHING ASSISTANTS Spurred by concerns over the quality of undergraduate education, colleges are expanding efforts to teach teaching assistants how to teach: A17

A LOVE AFFAIR WITH MAGAZINES A journalism professor obsessed with new magezines produces a guide with a fervent following in the publishing world: A7

MONETARY RECRESS UNDER TITLE IX The Supreme Court says victims of intentional sex discrimination can sue their colleges for damages: A39

THE FIRST MULTICULTURALISTS Anthropologists have studied other cultures for decades, but ere ignored by proponents of curricular diversity. Point of View: A52

TOO MANY FULL PROFESSORS? The jobs and salaries of tenured faculty members have been sacrosanct for too long. Opinion: Bt

Open Spein/Espeñe Abierta," en exhibition of works by Spanish documentary photographers. opened recently at Columbia College in Chicago: B6

Shop may open in U. of Taxas administration tower: A6 UCLA professor found guilty of research fraud: A6 St. Mery of the Plains Collegs to close at the end of June: A6 Three trustees resign from black college: A7 Maningitis scere prompts veccinations at U. of Illinois: A7 If of Mains salis its hard of 58 tarsey cows: A7 Teem-teeching course, a first, is probably the lest: A17 Gentility takes some lumps at Less Collage: A17 14 new hooks on higher advestion: A20

Federal & State Governments

IS THE DOMINANCE OF PHYSICISTS WANING? After decades of dominating science policy, physicists must now where their influence with others, especially biologists, some seience nunlysts say: Al

STATES TRIM PENSION-PLAN CONTRIBUTIONS College employees are fighting back, necusing politicians of plundering retirement nest eggs: A27

SENATE BACKS COLLEGE BILL

An overwhelming vote to reauthorize the Higher Education Act comes after sponsors abandon n plan to require full finencing for Pell Grants: A27 Senators introduce a bill to lest the idea of giving direct federal loans to students at 300 colleges: A30

NEW CHARGES AGAINST ACCREDITATION DEFICIAL Academics say John C. Hirschfeld's remarks about blacks and gays make him unfit to serve: A27

CUNY GROUP SUES NEW YORK STATE It charges that the atate's "unequal" financing of its two university systems is racially discriminatory: A28

A REPRIEVE FOR THE IVY LEAGUE? The Senate version of the Higher Education Act would

let Ivy League institutions pledge as a group that they would offer only need-based student aid: A32

Pa. Governor trips on argument in budget proposal: A27 Two New York programs seem headed for oblivion: A27 Black-collaga board criticizes Education Department: A29 House passes tax bill with breaks for colleges: A29 Researcher says budget will slow efforts to ourb AIDS: A29 Questions relead about provision in NEH program: A29

Athletics

PONDERING THE BIG TIME

Some on campus believe a football team would help pot the U. of South Florida in the apotlight; others ask whether it can afford one; A38

MUSCLE FOR SEX-BIAS CASES

In a ruling that surprises legal experts, the Supreme Court says victims of intentional sex discrimination can sue their colleges for punitive damages: A39

THE TARKANIAN SAGA CONTINUES

Officials of the University of Las Vegas at Nevada flatly rebuff an attempt by the basketball coach to rescind his resignation: A39

Controversy swirts eround U. of Colorado coach: A38 A free-throw score is settled: A38

RECESSION WOES HIT ANNUAL FUNDS

Fund raisers at many colleges are reporting significant declines in small gifts and are worried about meeting projected goals: A33

Stenford gats more time to chatlange a bequast: A33 Hartwick Coltege will change its official seel; A33 Cantar offers Information on tobacco compentas: A33 Foundation grants; gifts and bequests: A34

Studente

FRICTION OVER STUDENT NEWSPAPERS Student journalists on many campuses are fighting

administrators, and other atudents, over the content of their newspapers: A35

AID FOR BOATERS IN DISTRESS

The reputation of Eckerd College's Search and Rescue Teom, made up of atudent volunteers, has sprend ncross the country: A35

Cornali sponsors intercollagiate rock-climbing event: A8 Georgia Collage codets star in a televizion movie: A6 Fort Lewis Collaga will hear Ku Klux Klan leadar: A35 Some et U. of Wisconstn seak new hate-speech code: A35 Te tent show wraps up Black History Month et Lehigh: A35

International

U.S. TO CHANGE RULES DN VISAS

Fedoral officials say they'll alter proposed regulations that colleges feor would make it hurder to bring foreign students and professors to American eumpuses: A41

EXODUS FROM THE FORMER SOVIET UNION Physicists and other scientists are leaving their labs in droves, raising fears over the future of research: A41

FRENCH STUDENTS PROTEST REFORM PLAN

A government proposal to reorgonize university education leads to reaceful demonstrations: A43

DISSIDENTS SENTENCED IN CHINA At least three students are among seven people convicted of opposing Chine's Communist system: A43

Russian scientists meet to U.S. to discuss their future: A41 Worries shout Russia's civilian scientists: A41 Science ecademias warn of environmental Itis: A41

WHERE ARE THE ART HISTORIANS? A peculiar silence from the scholarly community about

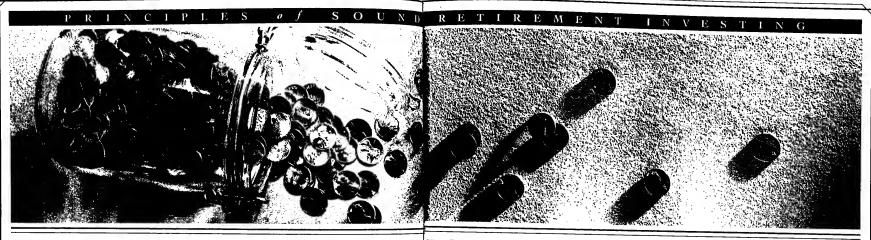
how well the job of art restoration is being done has undermined the art-history establishment. Opinion: B3

'THE COLUMBUS OF THE WOODS' An exhibition at Washington University focuses on

Daniel Boone's role as a "central persona" in America's search for identity. End Paper: B68

Gazette: A45

The Chronicle of Higher Education 1155 wongs-55031 is published weekly except the third week in August and the last two weeks in December at 1255 Twenty-Third Screet, N.W., Washington, D.C., 20017. Subscriptions were. 50.50 per year. Second-class postup paids of Wishington, D.C., and at additional mariling offices. Copyright O 1992by The Chronicle of Higher Education, the Printed in Intelligent Science of the Chronicle of Higher Education, P.O. Box 1995; Micron, Ohio 4330, Member, Asoft Bureau of Chronicle of Higher Education, P.O. Box 1995; Micron, Ohio 4330, Member, Asoft Bureau of Chronicle of Higher Education, P.O. Box 1995; Micron, Ohio 4330, Member, Asoft Bureau of Chronicle of Higher Education, P.O. Box 1995; Micron, Ohio 4330, Member, Asoft Bureau of Chronicle of Higher Education.



EVERYONE WILL GIVYOU THEIR TWO CENTS WORTH, BUT WILL THABE ENOUGH TO RETIRE ON?

hese days, there seems to be an investment expert or financial adviser almost everywhere you turn. Just how qualified are all these experts? Peace of mind about your retirement comes from solid planning. From investments and services designed and managed with your needs and retirement security specifically in mind. That's what TIAA-CREF has been providing for more than 70 years.

WE'LL HELP YOU GET WHAT YOU WANT OUT OF RETIREMENT.

Because our counselors are trained retire-

ment professionals, they have only you and your future in mind. So you're treat as the unique individual you are, with special needs and concerns about retiren And that makes for an understanding, comfortable relationship.

HELPING YOU BUILD A REWARDING RETIREMENT

With TIAA-CREF, you have plenty choice and flexibility-from TIAA's tradi tional annuity, with its guarantees, to the investment opportunities available throu the variable annuity accounts of CREF.

And because we're nonprofit, our expense charges are among the lowest in the insurance and mutual fund industries.* So more of your money is where it should be: working for you.

Today, TIAA-CREF is the largest private pension system in the world—with over 95 billion in assets, serving over one million articipants nationwide.

TIAA-CREF: THE CHOICE THAT MAKES SENSE.

It's tough to wade through all the "advice." But as a member of the educational and

Ensuring the future for those who shape it." research community, the best choice is simple: TIAA-CREF. Because when it comes to helping you save for your retirement, our annuities will add up to more than spare change.

SEND NOW FOR A FREE RETIREMENT INVESTMENT KIT.

Mail this coupon to: TIAA-CREF, Dept. QC, 730 Third Avenue, New York, NY 10017. Or call 1800-842-2733, Ext. 8016.



Name (Please print all information in ink.)				
City	State	Zip Code		
Institution (Full name)	-			

Daytime Phone (

TIAA-CREF Participant



MARGINALIA

Headline in the Daily Egyptian. the student paper at Southern Illinois University at Carbondale:

PROFESSOR EXPLODES OFTTING FIRST CAMPUS BOMB THREATS

"The power of suggestion?" a reader couldn't help wondering.

From The Daily Texan, the newspoper at the University of Texas at

"In yet another instance of medio baadwagoneering, the Aniericaa to-teni of free speech will be ron up the First Amendment flugpole Sunday

Let's hope the flagpole doesn't

News item in The Reporter, the student poper at Mankato State Uni-

ersity: ''Joa Pluto's night elass was almost over Thursday at about 9:20 p.m. when he thought he smelled something.
"God, do you smell smuke?" Plu-

to, a Mankato State University grad-uote student, osked his classmote.

And the classmate replied . . . ?

History we'll bet you dida't know till now tfrom Carnegie Mellon, the alumni magazine nt the university of

"While most Western people think of flower arranging as a feminine ehore, the 1,400-yeor-old Japanese art of ikebana was lavented by a British priest in Japan

A reader at Western Woshington University has sent us an article from the Encyclopedia of Earth Sciences, Vol. xv (1982 edition), that coatained this information:

When in motion, some sands emit sounds that are audible to the human ear. Such sands have been described from several parts of the world and have been variously called

roaring, booming, squenking, sing-ing, musical and sounding sunds." Which may explain a note in Fust, Western Washington's faculty-staff er, reporting that a professor had given a paper at the "annual meeting, the International Society of Choral Reef Studies."

From an ad in our "Bulletin

Bourd" section:
"The University of Colorado at Denver invites applications and nominations for the position of direc-tor of Student Life, cu-Denver is a public, urban, commuter institution with a student enrollment of approxitely one million, located at the foot of the Rocky Mountains

It just seems like a million, at that

In Brief



Students are climbing the wall at Cornell U.

ITHACA, N.Y.-Cornell University, home of North Americo's largest artificial rock-climbing wall (nbove), last month also be came the site of what may have been the nation's largest inter-

learly 100 students from 15 universities participated in the twoday festival, sponsored by Cornell's outdoor-education depart-

cullegiute rock-elimbing event. | the 30-foot-high, 160-foot-wide elimbing wall un Curnell's campus. It is made of natural rock ea bedded into concrete blucks, and is sculpted to imitate a variety of ment. The event took place at elements found on real cliffs.

Towsr shop may open,

26 years after shootings

AUSTIN, TEX. - Twenty-six years ofter a gunman killed 15 people from the observation deck of the University of Texas administration tower (right), a university ty committee has voted to allow a offee shop to open one floor be-

The University Council decided, however, that the observation deek should remain closed, os it has since 1975. The decision to open the coffee shop on the tower's 27th floor must be ap-proved by President William H. Cuaningham. Students who had pushed for the coffee shop predieted it was a first step toward eventually reopening the deck.

Ovar the years, students have tried unsucceasfully to persuade the university to reopen the open-

air deck, which offers a dramatic view of the campus.

12.26 mg 18 18 18 18

Opposition is based in part on the grim history of the tower. Sev-en students committed suicide by leaping from it between 1945 and

Financial problems force college to closa in June

DOOGE CITY, KAN .-- A large deficit and high student-loan de-fault rate will force St. Mary of the Plains College to close at the

the raths conege to close at the end of Juna. The college's sponsor, the Con-gregation of the Sisters of St. Jo-sorh of Wichita, has accepted the Board of Regents' vote to close the 40-year-old institution. St. Mary of the Plains, faced

with a declining student anroll-ment, reported a \$215,000 deflett in its 1991 budget of \$8-million. Officials have projected a

\$970,000 deficit for this year. In addition, 43.7 per cent of the students who graduated or left the

college in 1989 have dafaulted on their federal student loans. Such a rate ultimately eould have made students at the institution ineligible for federal old

Officials blame the high default rate oa a vocational program the eollege operated in conjunction with a truck-driving sehool from 1985 to 1990. Without the defaults from students enrolled in that pro gram, St. Mary's rate would have

The U.S. Education Department has said the program did not meet aid-eligibility requirements, and it has asked the college to repay \$94-million given to students enrolled in the truck-driving school. A community group will try to help the college's 160 professors and staff workers find new

Professor found gullty of research fraud

LOS ANGIELES—A friculty mem her at the University of California campus here pleaded guilty in fed nil court lust week to defounding he federal government of \$59t. 000. He will repny \$1.6-million in fines and penulties under u plen

Covour W. Yeh, a prufessor of electrical engineering since 1967, also may be given a prison term of ip to two years by U.S. District udge Harry Hupp at a sentencing eheduled for May, said Nathan Hochman, nn assistant U.S. attorney. Under the agreement, Mr. Yeh must resign his faculty posi tion and repay \$150,000 to the uni-

Mr. Yeh, who has been on unpaid leave from the university since 1990, hired his brother and wo sisters to work on federal grants he obtained for bogus rech projects. He received kickbacks from his siblings, Mr.

Mr. Yeh's relatives also pleadguilty to conspiracy to conceal the acheme, which was carried ut between 1981 and 1988.

Corrections

· An article about potential (ominees to the National Council on the Humanities (The Chronirle, February 19) incorrectly identifled Alan C. Kors. Mr. Kors is a professor of history at the University of Pennsylvania.

An article on a new grant program by the Robert Wood Johnson Foundation (The Chronicle, February 5) incorrectly stated that about 60 per cent of the

residencies in pediatries were filled last year at the University of Pennsylvania Medical Center. Fredric D. Burg, the medical con ter's vice-dean for education, said the 60 per cent referred to res cies that were initially filled in prdiatrics, internal medicine, and family practice nationwide. At Pennsylvania, 100 per cent of the internal medicine and pedianics residencies were filled.

Three trustaes rasign

Students skip classes from black collega to protest ald plan

DALLAS — Three prominentrustees of Paul Quinn College, in MIIIDI.ETOWN, CONN. - A eust 300 Wesleyan Universit eluding one of the college's stronstriclents skipped classes to partie gest supporters and financial con-tributors, have resigned. ipate in a day-kag sit ia at an a ministrution huilding last week A college spokesman snid the three had resigned beenuse of The students were protesting a proposal to end the college's ach hesvy workloads and job commitcy of accepting qualified student regardless of their financial need meats. But their departures fu-

eled concerns about the college's The proposal was put forward by President William M. Chaces financial stability. One of the resigning trustees was Comer Cottrell, a Dallas busipart of a long-range planning doc ment. It was presented to the ssmon who helped Paul Quinn university's board of trustees hat move from Waco to Dallas two to Paul Quinn. week, but a final decision is not expected uatil at least May.

The plan is nimed at stemmin the university's burgeoning fine-cial-aid budget. Last year, Wa-leyan spent \$11.8-million on aid. Under the plan, the university reserves the right to admit of those strulents on the waiting is who could pay their bills withou

help from the jastitution. Cadets get a view

of history in TV movia

MCUINT REARY, GA.—Cadeisa North Georgia College domes wigs and 19th-century uniform for the ABC-IV MOVIE "The Clis

The crulets from the state mil tary college represented the mea-bers of the West Point Class of 1861 in the Civil War drama the fene). Cudets in that class neve graduated because they had to serve in the war.

Doughnut (above), to a local auc-tioneer for \$27,000. The citalets from North Georgia The sale of the cows, and the illmed two scenes at Herry Coldismissal of four employees who lego here, where the movie was heing filmed. One scene took worked with them, is expected to grain and a hiring freeze. place un the drill fletd, where cadets sang "Dixie" or "The Star Spungled Banner." Each studes was paid \$50 for his work.



U. of Maine sells its 58 Jerseys

ORDNO, ME .-- As part of a se-

ries of mid-yeor budget cuts, the University of Maine has sold its

herd of 58 Jersey cows, including

Pascinator Violia and Duncun

CHAMPAIGN, II.L.—More than | flammation of the brain lining. 0,000 students at the University The fistal eaves last year were blumed on blood infections.

ion received free vaccine bet week against bacterial infec-tions that killed two students at and that killed two students at the university last year. Five other at the university—and one student at nearby Parkland one student at nearby Parkland to bacteria this year.

The bacteria this year.

The bacteria can cause blood

The bacteria can cause blood affections or meningitis, an in-

Meningitis scare prompts vaccinations

save the university's Agricultural Experiment Station \$80,000 a

enr. The university has conduct-

The Centers for Disease Conrol in Atlanta called the vaccina tiuns, which took place in the university's Armory, "the most prudent option to prevent additions cases." People are at risk of becoming infected if they have had PORTRAIT

yesrs ago. Paul Quinn, a histori-cully black cullege, moved to the campus of the now-defunct Bish-

op College after Mr. Cottrell bought the energus in n liquidation

The other trustees were George

W. Bush, managing general part aer of the Texas Rangers profes

sionol baseboll team and Presi

dent Bush's son, and Alphonso

Jackson, director of the Dallas

Housing authority.

auction.

'The Planet's Leading Expert on New Magazines'

By LIZ McMILLEN
It's 10:00 on a Friday morning, and Samir A. Husni is haunting a Memphis newsstand. The delivery has just dropped off a fresh load of the latest newspapers and magazines, and Mr. Husni's eyes dari across the jumble of covers. In a few moments, a title that wasn't there last week eatenes his eye; Drunken Boat, the Anurchist Magazine of Literature and the Visnal Arts. Ah, satisfaction.

Mr. Cottrell, chief executive of-Several hours later, after visiting ficer of the Pro-Line Corporation. three more newsstands, Mr. Hasni a hair products company, said he walks off happily with his purhad resigned to devote more time choses. The day's haul: 18 new magszines. Some \$100 poorer but to his job. He said his decision in no way lessened his commitment immeosurobly enriched, he throws the magazines in the back seat of hia Chevrolet Cavalier and hesds off on the 80-mile trek back to his home in Oxford, Miss.

Mr. Husni will spend the evening flipping through the pages of Better World, a new-age publication: Big Ones, Americo's Breust Muguzine!; Street Trash, a gay magazine; two erafts magazines; four children's magazines; and several others. Eventually they will find n spot along with the 4,000 othernnimed onto shelves, and otherwise squeezed into every nook and emnny of his office at the University of Mississippi, where he is an ussuciate professor of inurnalism

For Mr. Husni, n self-described student of the newsstand, n buyhood fuseination with mngazines has grown into what enn only be described as an obsession. It's a description he cheerfully seconds. "It's my liohby," he says. came my education and then my

ed research on dairy caws for profession. I enn't enmplain.' over a century. It still less 175 The untiet for Mr. Husni's obsessinn is n guide he publishes ench The station must cut a total of year called-naturolly-Sumir \$172,000 from its budget this year. Husni's Guide to New Consum Maguzines. The guide, which has a fervent fallowing naung publishers, editars, advertisers, and media reporters, is the definitive almann of new magazine releases. The 1992 edition, which will be released this

'Ooite a Bit of Weird'

week, shows that 541 new maga-

zines in 40 eategories were pub-

Each year's guide takes the pulse of what's current or just simply blzarre in American pon culture. Last publication that offera 'erafty critters to stitch, stuff, knit, build, paint, and hug"; Tottoo Expo. Bubes and Double DD's, two sex magazines; Brazilian Beef, a gay msgazine; Trophy Striper, for fish-armen; and Ehris Town, "about food, art, and entertainment in the city Elvis called home." As In previous years, sex was the most pop-ular category, with 66 new issues.

White several prominent maga-zines have fallen vietim to the reression. Mr. Husni's guide dapicts an Industry that he maintains is vibreat and growing. To be sure, MISTER

Samir A. Huant: "It's my hobby, it became my advention and then my profession. I can't complain.

limited in circulation. (Mr. Husai includes all bound and printed mugfizines sold on newsstands.)

Weekly Jaonta to Memphia

Even so, the survivul rate for new magnziaes is grenter todoy than it was just 10 years ago, he ssys. A maguzine started in 1981 had an sverage life expectancy of stands in 1991 had an average life

expectancy of 3.7 years. "You read about the doom and gloom in magazine publishing, but look at this," he says. "You'd think there's no end in sight to new

Mr. Husni finds most of his magazines on weekly jaunts to Mem-phis, where he will happily hand over \$500 to \$600 a month for new year saw quite a ort of wears notes Mr. Hunsi: Navy Seals, a magazine for and about Navy divers: Bruales, Birds, and Cots, s and continoing releases. When he amagazine for and about Navy divers: Bruales, Birds, and Cots, s site of one of the lorgest internntional newsstands. Trips to other cities find him checking the Yellow Pages and oceasionally driving "to areas where I'm scared to death.

Mr. Husni's guide, an outgrowth of his dissertation on consumer magazines, got its start whea his wife urged him to publish his re-search. The first edition of 1,000 copies was published in 1986 and was out of print in two weeks.

Mr. Husni's gulde has made him a media darling, the man reporters call when they want to find out about the state of the magazine industry. Varioualy called "Mister Magazina" and "the planet's leadhomemada efforts, produced on ing expert on new magazines." Mr.

inptop computers, for instance, and Husni figures he fields a half-dozen

ealls o week from reporters.

Mr. Husmi's love affair with the magazine hegan when he was grow-ing op in Lebenon. His first was a Supermus comie book. He came to the United States in 1978 ta uttend armiliote school at North Texas State University and the University of Missuari. The selection of maga-zines here shocked him. "I was like

s kid in a candy store." A Subject of Academic Neglect

Although Mr. Husni remembers lots of scholarly eyebrow lifting whea he told his advisers that he wanted to atody manazines, he developed a course of study at Missouri. In 1984 he came to the Univeralty of Mississippi, where he started a program is magazine lournalism, eovering editing, design, production, and management. With 65,000 periodicals published each year is this country alone, magazines are the largest mass medium and a subject of academic neglect, Mr. Husai maintains

Today, Mr. Husni counta among his collection 7,000 first issues and veral complete sets of magazines. Asked to nome his fovorites he says sweetly: "It's so hard to differentiate among my children."

Although Mr. Huani has some 25 magazine subscriptions, he gets little enjoyment from seeing a new pareel in his mailbox, especially if the magazines come to him torn or messed up. He'd much rather make that weekly trip to Memphis and apot his finds on the newsstand And if there's a new magazine out you can be sure he will find it.

Harri. notess

A 20-year-old essay that has become something of an underground classic in the scholarly debate over the formation of black culture in the Americsa will surface for the first time in book form when Beacon Press publishes a hardcover editio

The Birth of African-American Culture was written in 1972-73 by two anthropologists, Sidney W. Mintz of the Johns Hopkins University and Richard Price of Mortinique, now a visiting professor at Princeton University, Born of a concern with what the nuthors describe as "certain polarizations emerging in Afro-American Studies," the long essay argues that slaves imported to the Americas did not bring a distinct African culture cultural understandings" to fashi an entirely new culture.

"Afrocentricity" was not the neademic buzz word in 1972 that it is lodny, but the nuthors' twodecades-old thesis could ensity be read as an argument against certain tenets of the Afrocentric movement concerning the significance of African culture in the formation of black American society.

"Afrocentric scholars would

view it that way," Mr. Mintz says. The book by Mr. Mintz and Mr. Price begnn life ns an "cnormously long paper," as Mr. Mintz puts it, for n 1973 symposium at Johns Hopkins. Although it immediately widely cited, the authors were never able to get it published as n -and they didn't want to publish it in n journal, fearing it would get lost there. It circulated for a time in pamphlet form, when the Institute for the Study of Human Issues published an offprint in 1976, but that is out of print.

Now the work, its ideas as topical as ever, will finally find a home between hard covers. Mr. Mintz says his greatest satisfaction in that is that it can finally be officially

The latest volley in the James Joyce textual wars has been fired. In 1988 a scholerly brouhela erupted over charges that the 1986 Random House publication, Ulysses: The Corrected Text, a supposedly definitive edition put together by Hnns Walter Gabler of riddled with errors. The chief accuser was John Kidd, a textual cholar then at the University of Virginis and now director of the James Joyce Center at Boston University, whose persistent criticism of Mr. Gabier's work was largely responsible for Random its 1961 edition—not Mr. Gabler's

version—in paperback, Mr. Kidd is about to put his scholarship where his mouth is. W. W. Norton and Company has announced that it will be publishing. ovor the next several years, The Sublin Edition of the Works of James ayee—edited by John Kidd.

Scholarship

Controversial Harvard U. Sociologist Relishes His Role as a Mayerick

In a book, he says freedom owes its birth to slavery

By CHRIS RAYMOND

His many supporters say he is brilliant and provocative. His critics say he doesn't understand black American history and

Orlando Patterson deflects the criticism and plays down the praise, saying-with a lift in his voice reflecting his Jamaican upbringing-that he is always puzzled at the extent to which American scholars hesitate to champion unpopular views.

"In America," says Mr. Patterson, a professor of sociology at Harvard University, "if you break away from the party line, you are seen as a reactionary. It's very erippling."

But apparently not for him

Books Garner Awards

In 1983, when he was 41 years old, he menaged a rare achievement, receiving awards for distinguished scholarship from both the American Political Science Association and the American Sociological Association. He won for his 1982 book, Shryery mid Social Denth: A Compurative Study, which argued that slavery inereased, rather than declined, in cultures considered watersheds of human develop-

Last year Mr. Patterson woe the National Book Award for non-fiction for Freedom; Volume I: Freedown in the Making of Western Culture. (The second volume, Freedom in the Modern World, also to be published by Basic Books, is due out next

In those works, Mr. Patterson develops

conception of slevery that emphasizes

the slave's peculiar cultural status, com-

mon to all systems of slavery, and exem-

ince the way in which slavery served as a

handmaiden to Western society's most

Mr. Patterson is undeterred by the criti-

cism he has faced for some of his views,

despite receiving hate mail for his essays

about the moral crisis in black America in

the 1970's, and taking heat from feminists

for arguing in a New York Times op-ed

piece that Clarence Thomas was guilty of

nothing more than engaging in a "down-

blacks. For example, he has criticized the

celebration of black American slave cul-

ture, denigrated ethnicity-based political

Western civilization's concept of freedom

owes its birth to slavery.

movements, and, in Freedown, argued that

In some cases, critics eventuelly came to

views; In others, he remains a nearly soll-

with Mr. Patterson's maverick.

home style of courting" common to

cherished value, personal freedom.

very, very long time to look at slavery as a global institution."

saya Theda Skoepol, a sociology professor

Mr. Patterson attributes his celecti-

cism-he seems equally at home in philos-

ophy, history, anthropology, economics,

and sociology-to his years at the Univer-

sity of the West Indies and at the London

"I've never taken disciplinary bound-

aries too seriously," says Mr. Patterson,

who has a bachelor's degree in economics

and a doctorate in sociology. "Most of my

colleagues [at the London School] were

anthropologists studying the Caribbean

And all of us at the University of the West

Indies saw ourselves as social scientists

Interested in the problems" of national

economic development. "Understanding

In fact, Mr. Patterson sees himself as a

standard bearer for sociology's heritage. A

colleague, Richard Sennett, a sociology

professor at New York University, calls

Mr. Patteraon a Kantian thinker, who sub-

couldn't be tied to one discipline."

at Harvard University.

School of Economies.

away from the party line, you are seen es a reactionery. It's very crippling." tary voice. In any cuse, he has mekled scribes to the notion of being a citize questions of central concern to scholars the world. While Mr. Patterson describ and the general public ulike, and always in himself as a socialist, he coasiders hims n way that seems to defy any conventional n scholar working in the tradition of the scholnrly boundaries. Germun sociologist Max Weber (18 "He does not follow may school of 1920), who sought to explain the historic thought, nor is he trying to found one." and religious roots of capitalism in his dis sic Ircutise, The Protestant Ethic and He has revealed "systems of slavery that are not primarily directed Spirit of Capitulism. at economic exploitation. He was one of the first scholars in a

Orlando Patterson, professor of sociology at Harverd U; "in Amorica, if you break

For a long time, says Mr. Patterson, ciologists "lost interest" in such a box question as how societies develop. left last decude, he adds, he has detected genuine historical sociology, sot an el gesis on sociologists in history."

Nonethcless, historians, rather than ciolngists, seem to have most actively braced Mr. Patterson's work.

David Brion Davis, a history profeat Yale University and author of the high regarded 1966 book, The Problem of Sim ery in Western Culture, whose ideas the atterson drew on in writing about slavery is now returning the favor by using M Patterson's ideas to draw connections tween Christiunity's notion of original st and conceptions of slavery among abo tionist preachers.

If acciologists have falled to pursue M Patterson's Ideas, Mr. Sennett says, problem is sociology, not Patternol American sociologists are just not very it

Exile and Alienation

Mr. Palterson says the common thres in his work, which has eddressed slaves freedom, and, early in his career, sthak ity, is an interest in exile and allension Marrist scholars often use the lutter term to describe how, under cupitalism, workers have no control over the products they make. But Mr. Patterson is more interested in analyzing the psychological and cultural aspects of atienation.

His perspective hus led him to define one of the key elements of slavery as "natal alicastion." The term refers to the way in which the stetus of slave has been deined in large part by the slave's separation from family.

The concept has led Mr. Patterson into isputes with some American scholars.

"I appreciate his emphasis on slavery as being much more than an economic institution," says Eugene Genovese, e distinished scholar in residence at the Univerity Center of Georgia

Ouestions About Slave Culture

But, adds Mr. Genovese, who has written extensively on slavery from a Marxist perspective, "I think he's pressed that side to the point of obscuring the centrality of conomic exploitation to slavery in gener-

People who work on slavery feel inlebted to him," for mising big questions. Mr. Genovese concludes, but they don't always agree with Mr. Patterson's inter-

Other scholars object to Mr. Patterson's critique of recent scholarship on American alays culture.

One such critic is V. P. Franklin, a socielogy professor at Drexel University and author of the 1984 bouk, Bluck Self-Determination: A Cultural History of the Faces of the Fathers.

la e review of Mr. Genovese's 1974 book, Roll, Jordan, Roll: The World the Slaves Made, which colchrated the contributions of slave society to modern black American culture, Mr. Putterson argued that simply surviving slavery, without aclively carrying out concerted revolts, hardy merited the respect of one's descen-

Mr. Franklin says Mr. Patterson overlooked the evidence of a vital black culture and kinship aystem during sluvery.

He also argues that Mr. Patterson unfeiry applies to American slaves the standurds drawn from Jamaican history, in which slaves so vastly outnumbered masters that frequent armed revolts were possible.

Other scholars, like Douglas S. Massey. a sociology professor at the University of Chicago who atudies racial acgregation, arme that Mr. Patterson's Jamaican upbringing is a plus: It enables him, Mr. Massey says, to approach questions of slavery and race relations free of much of the intellectual baggage of American-born scholers. At the same time, the fact that Mr. Pattersoo is descended from slaves allows him to speak with authority about racial oppression, Mr. Massey says.

Major Intellectual Contribution

Whatever the merits of the opposing arguments about slave society, many scholars say that Mr. Patterson has made a funamental intellectual contribution.

Before Mr. Palterson's work, says George M. Fredrickson, a history professor at Stanford University who has com-Pared slavery in South Africa and the United States, slavery was conceived of "primarily as a laboy system, with a racial Continued on Page A12



Scientists succeed in nearly doubling life spans of worms and fruit flies; extension to humans 'not deeply problematic'

By KIM A. McDONALD

Ever since Juan Ponce de León senrched in vain for the legendary fountain of youth, the idea of eternal life has remained a funciful dream, best reserved for storybooks and science fie-

But recent studies on fruit flics and round worms have shown scientists that while organisms can't be made immortul, they can be genetically manipulated to live nearly twice as long us their normul life spnns. Suid Michael R. Rose: "Contrary to

the point of view which prevailed umong biologists in 1970 and earlier. that aging is a deep, durk mystery that we will never really make sense of and. therefore, we just have to accent, noing is something that we can manipulate, something we can analyze, and something that we can understand."

'It'a Been Relatively Easy'

Mr. Rose is a professor of ecology and evolutionary biology at the University of California at Irvine, Through selective breeding, he has developed strains of fruit files that live more than 80 per cent lunger than their average 44day life spun.

irvina's Michael R Ross: "There is problematic about loubling the human

the annual meeting of the American As socintion for the Advancement of Science to discuss the Implications of their

"From an evolutionary-biology perspective, there is mothing fundamental about the biochemistry of life which prevents aging from being postponed," Mr. Rose said. "It's been relatively easy to create organisms that have substantially postponed aging in the lubriatory. So, in terms of the busic science. I think the unswer is already in: There is

nothing deeply problematic about doubling the human life soon."

His own efforts have led him and his collengues ut Irvine over the post 12 years to breed flies that live the human equivalent of 150 years. In studies of those flies, Mr. Rose said he had identifled a specific genetic trail that may be responsible for the capacity for longer

In the longer-lived flies, he said, that trail is the ability to produce copions



Through selective breeding. Mr. Rose and his collargues at Irvina have developed strains of fruit files that live more than 80 per cent longer than their everage 44 day life span—the human aquivalent of 150 years.





few predators.

Researchers Genetically Manipulate Aging Process

Continued From Preceding Page ing could be by improving the sects and other cold-bluoded aniamounts of an enzyme, superoxide body's defease system to free radi msls, showing that lowering the dismutage, that is capable of neutralizing highly reactive and dammpounds called "free radicals" that are produced in oxygen metabolism. Such free radicals are known to destroy deaxyribanueleie acid, or ona, the primary genetic material of most living things, and to disput normal cell processes.

70% Increase in Life Span

In o related study, Thomas E. Johnson, n molecular geneticist at the University of Colorado at Boulder, and colleugues at Boulder's Institute for Rehavioral Genetics found in studies with a roundworm, Caenorhubdhis elegans, that by chemically manipulating a single gene, they could increase the neinstode's three-week life span by 70 per cent.

One of the things that surprised me the most in my own research was that single genes could have such a profound effect," he said. "I uctually delayed publishing the first paper on this for seven years, while we were replicating the primary observationa," he added, because the discovery was so startling, "It could have very substanprofound philosophical impilca-

Mr. Johnson said organisms without the particular gene not only live much longer but appear healthler, more vigorous, and realstant to applications of paraquat, herbicide known to generate large quantities of free radicals.

One of the ways in which this

By DAVID L. WHEELER

Princeton University announced

last week that it had established,

with four partners, a wildlife re-

search center in Kenya on a 48,500-

acre cattle ranch owned by an

The unfenced ranch is home to

elephants, lions, leoparda, ba-

boons, vervet monkeys, zebras,

buffolos, gazeiles, giraffea, and many other snimals. The ranch

straddles an important animsi-mi-

gration route on the Laikinis pla-

teau between other ranches and

wilderness in western Kenya, re-

place," sald George L., Small, a re-

tired businessman who owns the

land. Mr. Small, who areduated

from Princeton in 1943, has made

the land available for use to the

newly created Mpala Wildlife Re-

search Trust, which will own the

land upon his death. The creotion

news conference at the Kenyan

the trust are the Kenyan Wildlife

Services, the National Museums of

Kenya, the Smithsonian Institu-

dation, which is run by Mr. Small.

A central goal of the research

lucted on the ranch, the trust's

nders say, will be to learn how

sustain the wildlife populations

ion, and the Mpala Wildlife Foun-

Joining Princeton in setting up

of the trust was announced at a

"I really want to perpetuate the

slumnus.

searchers sald.

Embossy here,

cals," he added

In a study that supports that contention and gives further credence to Mr. Rose's conclusions, James F Fleming of the Linus Pauling Institute of Science and Medicine in Palo Alto Cal., reported that he had been able to extend the life of fruit flies in his laboratory by injecting into fly embryos genes that lead to the production of superoxide diamutase.

"I think that between the three of us and some other research with rodents, there is a lot of support developing for the importance of free radicals in aging," said Mr. Rose, "This is interesting, because most molecular theories of aging have not fared well over the last 30 vears.

Theory Put Forth in 1908

The idea that oxygen metabolism and the damaging products it produces could be responsible for aging has its roots in the metabolic rate-of-living theory put forth in 1908 by Max Rubner, a German bi-

Rubner noticed that large nnimals, such as elephants, not only lived longer than small animals, such as mice, but had much lower rates of metabolism. He speculated that all animals had a fixed level of energy expenditure over their lifetimes. That seemed to expinin why organisms with high rates of metubolism, such as shrews, were short-lived, while those with much

lower rates lived longer. Rubner's theory gained cre-

WASHINGTON lowing cattle ranching to continue.

early humans.

Faculty Supervision

"We are very keen to introduce

science to wildlife management,"

said Richard E. Lenkey, the direc-

tor of the Kenyan Wildlife Services

and an expert on the evolution of

have agreed to make sure that Ken-

Van atudents will be able to do re-

the ranch and will receive scholar

ships to atudy at American institu-

doctorate in ecology and evolu-

tionary biology at Princeton, said

that tourists who visit wildlife re-

serves are an important source of

Income for Kenya. He said, how-

ever, that few Kenyans are trained

In wildlife management. "We have

a garden but we aren't tending it."

Mr. Leakey said more Kenyan

students should be able to visit

American resesreh institutions.

"Too many young Kenyan scien-

tists don't have access to the top

scientists in developed countries,"

Howard Ende, Princeton's gen-

plans had been made yet for new

he said.

he said

Philip Muruthl, a Kenyan stu-

ing clearly make sense to evulutionary theory and evolutionary biology," he said.

To evalutimary biologists, uging is the result of an accumulation of ilcleterious genetic traits that predispose organisms to the after they reproduce. As an organism ages, according to this view, un increusing number of deleterious genes appear because the force of natural selection-the evolutionary force that improves the genetic titness of

"Natural selection doesn't care about you, the

organism; it cares about the net reproduction of the genes, at whatever cost to you."

in the summer, compared with eight months in the winter.

temperature of an organism's envi-

ronment, which decreases its met-

abolic rate, leads to a dramatic

lengthening of its life span. For ex-

smple, a housefly will typicully live

only three weeks in the summer,

but can survive for us long us six

months in the winter. Similarly.

Biologists have found, however, that not all animals follow this general pattern. Marsupisis, such as kangaroos and opossums, have metabolic rates that are 70 to 80 per cent of that uf placental mammals, vet have shorter life spans, said Steven N, Austrid, u professor of organismic and evolutionary biology at Harvard Univer-

Buts also fail to follow the rateof-living argument: They live about as long as comprimitively sized birds. Mr. Austad said-but hecause they are mammals, their rates of metabolism are significantly higher.

Mr. Austad, who has studied broad patterns of uging in mummals, said evolutionary theory offered a bronder explanation for aging that could account for the differences in buts and marsugene that we call age-1 is function- dence from experiments with in- plats. "Patterns of mammallan ag-

focus for future fund raising.

Kenyn said that the new reserve

worker bees will live about 35 days a population-declines after an organism reaches reproductive uge.

The concept is liest illustrated with an example, If a genetic defect that kills nn individual at an early and were to appear in a publishing. that gene would eventually be wiped out for the simple reason that individuals who carry it wouldn't live long enough to reproduce. But a gene that proves to be deleterious later in life and allows an individual to have a greaterthan-anrmal number of offspring would spread quickly. Not only would more offspring carry that gene, but the defect--which would be programmed to develop cancer ur annther age-related disease later In life-would have little effect on that individual's reamiliering.

Delaying Sexual Maturity

"Natural selection doesn't care about you, the organism; it cares ulmut the net reproduction of the genes, at whatever cost he von." explained Mr. Rose. He said the

males of Australian marsujal mice, which die soon after sens nuturation, and Pacific salam, which die soon after spawning ar dramatic examples of this pose Conversely, hy delaying the in

to sexual muturity within a ponda tion, researchers have disco that they can netually lengthen a organism's life span.

Mr. Rose, for example, or his long-lived fruit flies by bred ing, over hundreds of generation, only those that reached senter turny late in life.

He also discuvered that their lived flies were much more pri that than surned fruit flies to gu vation and an extremely dry en consuent. By breeding find for specifically for those two trib Mr. Rose said he had been shed create another group of fire to lived much longer than normal

Oppssums Studled in Georgia

According to evolutionary th ory, organisms that are less so cessful at producing affanti should also live longer than the that are more successful, since less-successful breeders wa have to reproduce longer to p duce an equivalent number of o

spring. Indeed, Mr. Austad of Hava found that to be the case in ! genetically isolated population upossums in Georgia with diffe rutes of uning. The longeropossunts, which live on anista are subject to fewer predate have smaller litters, and are n likely to lie infertile than t slug ter-lived repossums that live the pointand.

Mr. Anstad suspects that t

Princeton U. Announces Plans for Wildlife-Research Center in Kenya; Venture to Include 4 Partners land, he udded, will have to be viewed and approved by a sid ment of the animals by putting title advisory committee and trust's bound. A small labor and tent plutforms will be built

and their natural habitat while ni- tutions, but that he regarded such afficial reserves, researchers (like trust would hire a scientific day scholarships as the must important tourists) must usually stay in their tor. Proposals for research on a relificies. In adulition, they connut Scientists who have worked in Interfere with the tourists' enjoy-

> would free them from some of the large radio collars un them or by restrictions they face on the govcreeting fenced enclusures. ernment's wildlife refuges. In the Princeton's Mr. Ende said the the trust's first year.

The trust's American partners search under faculty supervision at dent who is stresdy working on his eral counsel, said that no specific

scholarships for Kenyans to visit The unferced, 48,500 sore cattle ranch in Kanya that has been made available Princeton or other American Insti- by a Princeton U. alumnus is home to giraffee and many other animals.

onessums to predictors may be a tending the lives of humans "We contributing factor in why they nge would be producing people who so quickly. Deleterious genes would accumulate quickly after sexual maturation, because these marsupials are unlikely to reproduce many times. In contrast, buts may live much longer thun predicted by the rate-of-living theory, Mr. Austad said, because they have an

Role of Hormones in Humans The relationship between fertility and aging is also evident in the longer-lived roundworms, which, Mr. Johnson of Colorado found. have 80 per cent fewer offspring than the normal roundworms.

Mr. Austad said a similar relationship involving reproductive hormones exists in humans

"Almost 40 per cent of all cancer cases in human females are caused by or influenced by the hormones of reproduction," he said, "The evidence is particularly clear for breast cancer, which is the result of cumulative exposure to the femule hormone estrogen.

"The earlier a female matures the greater her probability of getting breast cancer," he added "The later a femule quity reproducing, the greater her chance of getbreast cancer."

Severely restricting un organ

"The problem is coming up with the tools to

postpone the aging of human beings.

That's where all the struggle is."

ism's caloric intake, which delays sexual maturation in both fruit flies and roundworms, has also been found by Mr. Ruse and Mr. Johnson in their experiments to in-crease longevity. "The effect is ndduive," Mr. Julmson said, an that the combined effect of genetic natalpulation and diet restriction "is greater than either one alone."

Application to Human Aging

Mr. Johnson and Mr. Rose snid they believed that much of the inormstion about genes and aging that is being uncovered in anims! studies would be directly applica-

ble to human longevity.
"The problem is coming up with the tools to postpone the aging of human beings," suid Mr. Rose. "That's where all the struggle is. However, I think that is only t technological issue, and that the advances in modern biology will eventually overcome this prob-

Even if people decide against living for beyond their normal life spans, genetic manipulation of genes that control aging could enable them to remain healthier and more vigorous in their later years.

Mr. Rose said the strain of frui flies he produced not only lived longer than normal fruit flies, but also showed less signs of agingsuch as diminishing activity—as they grew older. The same effect was observed in Mr. Johnson's roundworm studies.

"I don't think we'd be producing alids," said Mr. Johnson of exwould remain healthier longer." Such un application may stimu-

hite increased interest in the questiun of why and huw organisms age, a subject that, researchers in the field say, is one of the central issues in modern biology, yet has received relatively little attention.

"Obviously, aging is samething in which a lot of quackery has been going on for a very, very long time, at least throughout recorded bumun history," said Mr. Rose. "That makes anyone who works on uging sort of embarrussed. On the other hand, we wouldn't be arguing for the value of this work unwe thought, in the end, it would have some heneficial impuct.

Researchers Find Few Strains of AIDS in Infants Infected With the Virus

to their infants, rescurchers have

The narrower variety of viruses in infants could help scientists develop vuccines and therapies nimed at preventing mother-tochild transmission of the disease. the researchers say in a report in the February 28 issue of Science.

Study of 3 Mothers

Steven M. Wolinsky, an assistant professor of medicine at the Northwestern University medical

CHICAGO school, with eolleagues from there Mothers infected by the AIDS vi- and other institutions, studied the rus pass on only a few versions of it strains of the ALOS virus that were integrated in the genetic material of three infected mothers and their newborn infunts

Because the genes of the Atos virus become integrated into human DNA, or deoxyribonucleie acid, the viral genes can be found in the midst of human genes.

In studying genetic material from the mothers and their infants, the scientists found that the axos viruses that were passed on to children were missing a feature that was present on the viruses in the

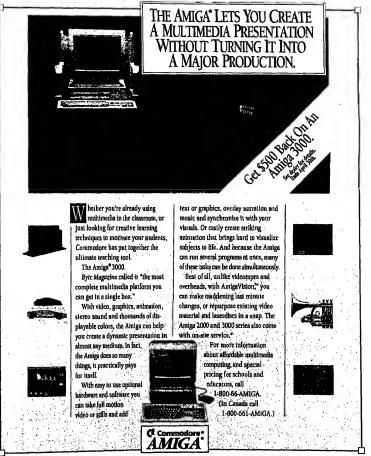
mother-a binding site on the surface of the virus. Its absence, the seigntists said, might help some vinises to evade the mother's immune system and infect the fe-

Changes During Infection

The researchers also found that the infants had fewer viral strains than their mothers. Scientists believe the AIDS virus changes during infection in response to attacks by the immune system. Those who may have been infected by only several strains in their body by the time they develop attes,

About 13 to 30 per cent of infunts born to mothers infected with the AIDS virus also become infected.

-OAVIO L. WHEELER





Harvard Scholar Relishes Role as a Maverick

Continued From Page A9 nspect to it, and it was seen as limited to the modern world."

Yale's Mr. Davis says of Mr. scholars in a very, very long time in look at slavery as a global institution," not limited to just a form of economic exploitation.

'Lesaer Loyalties'

Recem events have conspired to make one of Mr. Pattersoo's earliest hooks. Ethnic Chanvinism. seem as timely today, and perhaps as controversial, as when it was written, in 1977.

When ethnic movements, including the black-nower movement, were at their peak in the lote 1960's nod early 1970's, Mr. Patterson's book derided them for celebrating a "tyranny of the lesser lovalties" that prevented all minorities from organizing around common economic interests

"That was s very important

If sociologists have falled to pursue his ideas, "the problem is sociology, not

Patterson, American

sociologists are just not very intellectual."

book," says William Julius Wil son, a sociology professor at the University of Chicago, "I agreed with the basic thesis, the need to move away from particularism. But it's unpopular nmong particularistic black-studies scholars."

Mr. Patterson says he has recently received letters asking him to republish the book. Ooce again, he soys ethnicity is being celebrated, and is helping to tear spart nations; once again, people are debating the merita of particularism, in such areas as curricula and welfare

programs.
"I never would have thought in 1977 that 15 years loter the same issues would still be debated." Mr.

3 Elements of Freedom

As does his earlier work. Mr Patterson's latest book, Freedom, defies cooventional thinking.

One of its major premises is that freedom contains three separate elements-personal freedom, civic freedom, and "soveralenol freedom"-and that each has played a dominant role in different cultures and biatorical periods

By conceptualizing freedom in this tripartite fashioo, Mr. Patterson cao make the argument that freedom as a value has historical

Mr. Patterson admits that philosophers think his coocept of slavery ia "crazy." But, he says, "I can't do anything about it. The evidence

Perhaps as troubling for Americaris, who prize individual pursuit of fulfillment, is the idea that free on can mean power over oth-

and that medieval barons. who argued for the right to send serfs to the gallows, were arguing about freedom as much as was Thomas Jefferson.

"Some people just refuse to ac-

In Freedom, Mr. Patterson also answers feminist critics of his earlier work on slavery. In that work, Mr. Patterson around that slaves. no matter what their actions, could never have "honor"-because honor, to Mr. Patterson, meant personal autonomy. Some feminist scholars accused Mr. Patterson of having a male-biosed notion of

In Freedom Mr Patterson analyzed Greek tragedies-whose thenies reflected their society's

The fiction of Harriet Rec

cher Stowe evolved out of an

antebellum American tradi-

tion of "parlor literature." snys n women's studies scholar

at Trinity College in Connecticut

that woman artists of the 19th

century and before are often un-

der-sppreciated because they are

judged according to categories that did not obtain in earlier peri-

ods, Joan D. Hedrick notes in the

Such is the case with Stowa,

Ms. Hedrick says. Despite the

enormous success and influence

of Uncle Tom's Cobin, many con-

sider that and the rest of Stowe's

fiction sentimental and not very

good by today's standards. Bu

Ms. Hedrick aroues that in fact

Stowe broke new ground by

Ms. Hedrick cslin "parlor liters-

United States before literary cre-

Before the Civil War, Ms. Hed-

rick notes, the social center of the

middle-cinss American home was

the parlor. One key settvity that

look place there was the reading

literary works written for the oc-

Also popular in antebellum

America, Ms. Hedrick notes,

were amateur literary societies in

which members gathered to read

to each other stories, poems, or

other works they had written.

The societies represented s for-

malized version of what often oc-

curred more casually in Ameri-

Stowe belonged to such a group, koowo as the Semi-Colon Club.

Much of what she wrote for that

group, Ms. Hedrick says, dis-

plays the same intimate voice and

wealth of domestic detail with

which she was familiar from the

readings in her own family's par-

lor, and which carried over into

her published work, which began

A team of biomedical re-

searchers has found a connec-

tion between akill with lao-

guage and the size of a specific

In the Pebruary issue of Be-

havloral Neuroscience, Melissa

-ELLEN K. COUGHLIN

to appear in the 1830's

part of the brain.

When she was a young adult.

aloud of letters or of "domesii

casion by s family member.

drawing on a tradition-which

winter issue of Signs.

Feminist scholars have argued

The Role of Trojan Women

men gained awareness of the special value of personal freedom at

Mary Lefkowitz, u professor in en in antiquity, says that when slie In the prefuce to Freedom, Mr.

RESEARCH NOTES

■ Stowe's work derived from 'parior literature

Language skill linked to size of brain part

■ Economic level key to student math scores

Harriat Beachar Stowe, seen hare in an angraving, broke new

object's mirror image from a se

ries of druwings.
The researchers compared the

test results with images tuken

with a magnetic-resonance scan-

the bruio's structure

ner, which provides pictures of

They found that womeo who

scored highest on verbal fluency

dominance for verbal skills had

the largest spleoiums. Visual-spa-

tialization ability showed no rela-

ium. Nooe of the traits showed

any correlation to the size of oth-

study with meo, who often abow,

women. But the researchers ool-

the researchers reported.

and lowest oo laft-hemispher

ground by drawing on "parlor literature," a acholar agys

Hines, an assistant professor of

psychiatry and biobehavioral sci-

ences at the University of Colifor-

nia at Los Angeles, and four of

women with the greatest verbal

fluency have the largest splen-

The splenium is in the corpus

callosum, the structure across

which the braio's left and right

In the study, 28 healthy adult

romen completed a series of

tests massuring their verbal flu-

ency and ability to visualize ob.

jecin, in the past, scientists had

studied people with brain lesions

to discarn the functions of specif-

The women were ssked, for ex-

ample, to provide synooyms for a

word, to list words starting with

le brain regions.

her colleagues there report that

deepest concerns-and come to first hourd about Mr. Patterson's the conclusion that women played book, "I thought, Oh no, it would a crucial role in spurring the formu- he another book by a sociologist" lation of the first conceptions of stepping beyond his expertise Now Ms. Lefkowitz says that the book presents an admirably no naced analysis of antiquity that will In Mr. Patterson's view, Greek provide classicists with a fresh upproach to analyzing tireek plays.

Mr. Patterson says he plans to prodding of Trojan women. fullow up on the feminist aspects of whom the Greeks lind made cap- freedom in the next volume. Through interviews, he says he has complaints about their plight is re- indeed discovered that WORKER'S flected in plays written by Euripi- notions of freedom differ fundades and Sophocles, Mr. Patterson mentally from those of men. Many women, he says, view motherhood not us a constraint on their freethe humanities at Wellesley Col-dom, but as mi enhancement of it, lege who is considered one of the leading experts on the role of wonth choice to be obligated." to others.

Putterson recounts his initial and of dissecting the significance of

"I had gone in search of a man. killing woll called slavery; to my dismay, I kept finding the tracks a lamb called freedom. Was I to believe that shivery was a lambin woll's clothing? Not with m

The argument, Mr. Patterson collengues say, reflects s task sensibility that distinguishes all d his work.

"He's much ton sophisticated say the poor linve set you fre," says Mr. Semett of Nyu. But b udds, what Mr. Putterson doseem to areae is that "it's out of the work of struggling out of servinde that freedom appears in society. And that is very radical."

such skills exists among individu als within each gender

SHIPPING PECESS PEDICSONS loss in mathematics achievement, while every winter la school represents a gsin, to port two sociologists in the Febmany issue of the American Sociological Review.

tors overshadow school or family characteristics in explaining th white children.

Doris R. Entwiste and Karl L. Alexander, both professurs of so-chology at the Johns Hopkins Huiversity, reached their conclusions after following, for two years, a sample of 700 children starting first grade. They drew the sample at random from 20 schools in Dultimure.

Tite schools included someths were racially integrated and some that were nearly all black or all white The children came from of incomes and of years of educa-

The researchers used statistics the children's scores on a math hlack children in segregale

poiots Any race-hased differences in children of both races showed t loss, on average, of 5 points of

school programs for poor chi dren had been judged a failure the scholars say, is because they led to no measurable increase math scores at the end of the sum ally work, the scholars say, simply by preventing a drop in the

For poor children, every

In fact, they say, economic facdifference in muthematles achievement between black and

lumilies with either it single parent or two parents, with a ninge

methods to determine which factur or factors best accounted for matics-achievement test given twice a year. They found that over the two-year period, white childreo in segregated schools, oo average, guined the most of the test-93.4 points-while schools gained the least, 79.3

math scores disappeared when the researchers took family ecooomic status into account: P the math test each summer, and guio of 41 to 48 points by the end of the following school term-

tiooship to the size of the splen-One reason that summerting er parts of the corpus callosum, They plao to cooduct a similar mer. But the programs may sch on average, better visual skills and poorer verbal skills, than the same letter, or to select an ed that even more variation in

BOOKS

Politics in Art Exhibitions; Age of Propaganda; Studies of Housework

The nuthors, who between them

have 45 years' experience studying

persuosion, say that their book

for sweepstakes prizes, and Mr.

Bush's portraval of Saddam Hus-

sein as Hitler, the authors dissect

secks a middle ground between

Shows of Force: Power, Politica and Ideology n Art Exhibitiona

By Timothy W. Luke (Duka University Press, 268 pages, \$37.95 hardcover

In his "day job." as he colls it. the author is a professor of political science at the Virginia Polytechoic Institute and State University In his other role, as an ort critic, Mr. Lake covers the same termin: po-

The author takes as his premise that any artist "has limited control over the content of his or her art. It is its reception that ultimately determines its content,"

Therefore, Mr. Luke contiones "any viewer's understanding of this content's meoning largely i generated within the social context

With that in mind, Mr. Luke draws on the insights of critical the ory to examine the local, national, and even international political context surrounding exhibitions of artists such as George Calch Bing ham, Robert Longo, Frederic Remington, und Georgiu O'Keeffe

Mr. Luke also critiques the puliticsl thetoric of exhibitions of art of the American West, of Jupan's Daimyo period, of Hispannic artists. and of America's 511's und 601's.

Mr. Luke argues that the Japanese exhibit's representation u feudul Japun ns "bunicully quaint and non-threutening" helned to dampen resentment of Jupun's increasing economic and cultural clout during the 1980's.

Of Georgin O'Keeffe's point ings, Mr. Luke says that they "can be regarded as ranged hillhourds for a million drenms.

"Lacking obvious use-value, the emply vistas and descrt lands of the American Southwest acquired credible sign-value in the mysterious visions" of O'Keeffe's painting, says Mr. Luko. Those mysterious visions helped to energize the region's nasceot economic development by pulling people into the area, However, coocludes Mr. Luke, their numbers "destroy[ed] the natural attributes that first eo-

Age of Propaganda

By Anthony R. Pratkania and Elliot Aronaon (W. H. Freaman and Company, 299 pagas, \$22,95 hardcovar, \$11,96 paperback)

As a child in the 1940's, recalls Mr. Aronson, a professor of psy-chology at the University of Callfomis at Santa Cruz, he believed without question what his government told him; that "the Germans were evil and that all Japaoese were sneaky and treacherous."

in contrast, Mr. Pratkanis, ao asale professor of psychology at Sania Cruz, recalls that when he was s child, he spent his time watching the Vietoam war on telelearning all the while that

logical dynamics, and discuss how people con counteract its effects.

Faading the Family: "naïve acceptooce" and "total The Social Organization of Caring as Gandared Work

Using such examples as the infa By Marjorle L. DeVault mous Willie Horton od broadcost (University of Chicago Press during George Bush's Presidential campaign, journalists' force of lmelda Marcos's shoes, mailings

Feminist scholars have paid increasing attention to two subjects closely associated with women-

politicions only lie when their lips propagandn's forms and psycho housework and caring for others, notes the author, an assistant professor of sociology and wnmen's studies at Syrucuse University.

But that scholarship is incom plete. Ms. DeVault argues, Studies of housework have produced lists carry out in the home, such as neeparing meals or doing laundry, but haven't examined the emoti emeots underlying the tusks. Similarly, Ms. DcVault says, studies of caring have aroued that women do housework either because it henefits "copitulism and male workers"

or because women, by nature, are more caring than men.

Ms. DeVuult, instead, urgues that social organizations, rather than womco's inherent churacter. shape the idea that women should "cariog work." Rather than seeing such work as being imposed by men, Ms. DeVault is concerned with illuminating "the complex way that women are themselves drawn into participating in prevuiling relotions of inequality," numcly, taking on the primary responsi bility for feeding the family.

Ms. DeVault relies on extensive three cases, men) responsible for feeding family members, bringing attention to the mentally and emo tionally complex effort involved in that task. -CHINIS SAYMOND





Jill Siegel bebre Jill Siegel after we bought her student loan. We bought her student loan.

Like most students whose loans are sold to Sallie Mae, Jill hardly noticed the transition. Of course, there was a little extra mail at first, as we introduced ourselves. And now she mails her payments to a lock box instead of a bank.

But as you can see from her expression in the second picture, these changes didn't affect her too much. Because if she has a question about her account. Jill knows she can call us, even into the early evenings and Saturdays. too. And we'll be able to respond to her questions at the stroke of a key since we have all the information on all the loans we purchase loaded into our system and immediately accessible.

And if Jill's FAA has a question about her account, we provide a toll free number (1-800-FAA-SLMA) especially for her FAA's use.

er (1-800-FAA-SLMA) especially for her FAA's use.

All of which goes to show that the sale of a student loan to Sallie Mae is no big deal. Just look at Jill. 1-800-FAA-SI MA



National Academy of Engineering Elects 86

WASHINGTON The National Academy of Engineering has elected 79 new members and 7 new foreign associates.

John L. Anderson, professor of chemical engineering, Carmagic Mellon U. Inviag L. Ashhanan, senior vice-president, Systems Technology Inc. [Hewthorne,

Cel. L.
State of the Company of the Company of the Company State of the Company Company of the Company Company

situte.
David T. Bleokatock, prolessor of mechanicel oagineering, U. of Texos at Austin.
Peter R. Bridesbaugh, executive vice-presdieat for science, lechnology, engineering, eavironment, health, and safety,
Aluminum Compney of America IAlcon
Conter, Pa.).

Alaa C. Brown, director of engineering, Lockheed Corporation (Calabasas, Cal.) William M. Brown, president, Environmental Research Lastitule of Michigan (Ann Arbor, Mich.).

Moherd Coeway, professor of computer science and information systems, Cornell

Reorge E. Ceaper, acrosauticel consultant,

Saratoga, Cal.

Sunjamia A. Coagrove, sonior vice-president, Bonion Commercial Airplane
Group ISeattle).

Lance A. Davis, vice-president for research
and dovelapment, Allied-Signel Inc.

fMorristowa, N.J.).

Revea D. Dorfmen, vice-president and group president for space and communi-cations, Hughes Aircraft Company ILos Angelesis

cations, Hughes Aircraft Company Long stages.

The Stages of the Stages of the Stages of the the Energy Laboratory, Messachusents institute of Technology.

Lind Dages, Jr., chairman, president, and third casesilve afflorer, of stages of the stages of the Stages of the Stages of the local staff, year Bell Laboratories (Mur-rey Hill, N.J.).

The Stages of St

the process-systems group, Air Products and Chemicals Inc. IAllestown, Ps.).

O. William Grat, vice-president for competer-science research, NEC Research Lastillein Inc. IPricectos, N.J.).

musus (oc. Pricectoe, N.I.).
Tismas 6. Ofeliamnel, seperatendent of
the optical-science division, Neval Bo-search Laboratory (Weshington).
John E. Omy, vice-shalimas, Atlastic
Coucil of the United States (Washina-ton).

Delan Hempton, president and chief axecu-tive officer, Delan Hampton and Asso-ciates (Washington).

tive officer, Deson Hampton and Asso-ciates (Washington).

Rebert O. Hangen, president, R. C. Hen-see Jec. (Turzasa, Cal.).
Johe M. Henseen, precident, Wiss, Jonacy, Bistacs Associates inc. (Nortbbrook, m.).

in.j. tenry J. Hateh, chief of angineers and com-mander, U.S. Army Corps of Begineers (Workington) John L. Hennessy, professor of electrical cogineering, Stenford U.

John L. Henneay, protessor of executes, Senderd U. Senderd U. Shedra'd U. Shed

Union Carbide Compression (Gibrael Brook, N.).
Brook, N.).
Bucker Hr. Kamp cordenses of electrical earlier (Carbinal Brook), N.).
Bucker Hr. Kamp cordenses of electrical earlier (California et Berfeclay).
Joseph F. Mettilsey, Boundar and format control of the Carbinal Carbinal (California et Berfeclay).
Joseph F. Mettilsey, Boundar and format control of the Carbinal Carbinal (California et al. 1998).
Joseph F. Mesonadoly, professor of onto-certonias and sulfa-tase deviation, solution, and control of the Carbinal Engineering and professor of chemical and acches coupleaging, U. of California and acches coupleaging, U. of California et al. (1998).

low, National Institute of Standards and

Techaoleay.
Robari H. Lübbach, fellow and program
manuscr. Daeslas Aircraft Company
(Losg Beach, Cal.).
Arthur S. Lodge, professor emeritus of ensiacering mechanics, U. of Wisconsin al
Medison.

Medison.

Reiph A. Logue, member of the lechnical saff, arter Bell Laboretories i Murray Hill, N.J.).

Robart W. MacComman, professor of seronautics and estronautics, Stanford U. Attawader Mool achies serior, vice possible and active serior vice possible.

Mexaader MeoLachiee, senior vice-presi-dent for research and development, E. I. du Pool de Nemoure and Company (Wil-mington, Del.).

de Peu de Nemoure and Company (Wil-mingsten, De.). President sud eicht op-mingsten (De.). President sud eicht op-emine affectr, Milliem and Company (Savetaburs, Sc. Cie-president, Arzi-felt I. Indoormatel: Helmick, N.). A felt I. Indoormatel: Helmick, N. I. Indoormatel: Helmick, N. Indoormatel: Helmick, N. I. Indoormatel: Helmick, N. I. Indoormatel: Helmick, N. I. Indoormatel: Helmick, N. Indoormatel: Helmick, N. I. Indoormatel: Helmick, N. Indoormatel: Helmick, N.

speec Cummany (Torrance, Cal.).

speec Cummany (Torrance, Cal.).

speech (2, Studies), wice-chairman, General

blische Assemble, wice-chairman, General

blische Assemble, wice-chairman, General

blische Assemble, professor of destricts

englaceries, Collembia U.

Chailas, Lath, professor of committer schi
school, Callentine, and the florid school

school, Callentine, General Callentine, General

School, Callentine, General Callentine, Frederick, General

Berneth, Call.).

Regionad E. disse, chairman, providents

Berneth, Call.

Regionad E. disse, chairman, providents

Berneth, Callentine, Professor of chairman, providents

Berneth, Callentine, Callentine, Providents

Berneth, Callentine, Callentine, Professor of chairman, providents

Berneth, Callentine, Callent

FOREIGN ASSOCIATES

Srygory I. Beneathett, hond of the theoreti-cal department, Russian Academy of Sci-

aberd M. Kanp, professor of electrical englacteries and computer selecter. U of
computer. U of
computer

NEW SCHOLARLY BOOKS

Campiled by NINA C. AYOUB The following list has been compiled from information provided by the publishers Prices and number of pages are sometimes upprox mate. Some publishers offer discounts to scholars and to people who order in bulk.

AGRICULTURE

Agricultum Policies in Developing Constries, by Frank Ellis (Combildae University Press: 164 pages: \$69.95 hardcover, \$39.95 pageback). Discusses irrigation, load reform, technological innovation, and other policy issues related to parkultural pruduction.

ANTHROPOLOGY

The Savege Within The Social History of British Anthropology, 1888-1948, by Henriha Kunlich Cembridge University Press; 120 pages; 544-97). Shows how British anthropologists' accounts of foreign cultures can be read os social communities on their own society.

ABCHAROLOGY

Mechanical City at Teelihaesen. A Modern Peleodamographio Byrthesia, by Rebecco Storey (Labvari-y of Alabama Press; 307 pages; 320-931, begical and archaealsea (Labvariana Press; 307 pages; 320-931, begical and archaealsealsea this to two-teen demographic puffic of the uncient Mexica City City (Labvariana City City) (Labvariana City)

ART

APT

Appatisme is Western Paictings from Whitelet to Mediese, by Kluss Rerger, Irasalistid by Board Britt (Condrides Didwersly Press; 432; pages; 3125). Board Britt (Condrides Didwersly Press; 432; pages; 3125). Board of the State Pages and Gode in Nac-Ingential-time, by Floyd Buildi (Rockelliter Life, 19th and 20th-Century att.) Pages and Gode in Nac-Ingential-time, by Floyd Buildi (Rockelliter Life, 19th). Tomber of the Prend Condrider to the State of the Pages and the

CLASSICAL STUDIES

CLASSICAL STUDIES

Metriells The Imagenetical Classics A Literary and Misteriest Study, by J. P., Stullsay and the Misteriest Study, by A.

Delice Study, by Misteriest No.

The Posities of Institute Anaecone and the
Anaeconells Tracilles, by Particle A.

Manaeconells Tracilles, by Particle A.

Manaeconells Tracilles, by Particle A.

Misteriest Commission of the Commission of the

Delice Study, by Misteriest Study, by J. Commission the body of

point Anaeconel Interest Study, by Misteriest Study, by Mist

COMMUNICATIONS

Коомонира

BOOMOGOCA

Building Outpletiams Historical Change and the Labour Process in the Protection of the Sells Horizonand, by Lade of the Sells Horizonand Change of the Sells Horizonand Change of the Sells Horizonand From the mid-1702, a dark development from the mid-1702, to the tasty 1807 to their brow horizonand of water from the Carterion of the shift Lower Land Horizonand From the Horizonand Change of the Horizonand Chan

the underground economy; presents data from the copital, Klushusa, and three burfrom the capital, Klushasa, and three bar-dier regions.

Trapped in Powerly Lober-Morket Duci-siona in Low-laceaux Hosen-halfa, by Itali Jurdan and others (Rauticdage; 286 pages; 579-50). Examines how neverthers of how income households make decisions about eckling capitaguent and claiming wel-lare benefits.

FOLKLORE

FORGUME BETOPHING WOMEN TO THE STATE OF THE

hardcover, \$19.95 paperbackt. Assues that economic analyses of Zaire, and by extension other countries, are incomplete without an understanding of the cole of

GEOGRAPHY

Agriculture is the City's Countryside, by C. R. Bryant and T. R. R. Johnston (Ualversity of Tarnoto Press; 2U pages; \$45 U.S. hurdcaver, \$18.95 U.S. gaper-back). A study of farming in mban france

HISTORY

HISTORY

Salons the Hormans: Boathern Haly to the Highth and Tenth Demorter, in Rational Highth and Tenth Demorter, in Rational Highth and Tenth Demorter, in Rational Process, 128 pages; 35,1941. Featment to Process and Process, 128 pages; 35,1941. Featment of Process and Process a

the rife of hours in Frein's nod Euclidean Household Land (1988) and Household Land (1988) and Household Land (1988) and Household Land (1988) and Household (1988) and Household

Scholarship

Scholania

MEDIANI BUISNOS

Distrimes in the Study of Information Exploring the Bounderies of Seformation Selence, by S. D. Neill (Greenwood Press; 308 pages; \$42.95; Poeures, as problems related to information scientists' use of Information to study information. LIBRARY SCIENCE

17NOMSTICS

LITERATURE

LINGUISTICS

(effer and Passide-Claff Constitutions in English, by Peter C. C. Cellias (Routleine, 26) engages, 180, Draws on about frost spaties and written Weinlas Mindhal in english and with the spaties and written Weinlas Mindhal in english english with the secretary of the spaties. Which have the secretary of the spaties of the weinlast that the spaties of the weinlast that the spaties of the spaties of

mentioned of the "otherares of the melect." I service and chart melect. Best long to a don't melect. Best long to the mel

throat Bloom's "theory" believed by the second bloom's "theory believed by the second bloom's believed by the second bloom's b

BETERATURE

Sending the Freens in the Germen Cyullead

Sending the Freens in the Germen Cyullead

Sending Land Committee Commi

The Kinger Mothers Lieft Preserve Inforcement of the Control of th

and the laboration of the control of

INDUSTRIAL RELATIONS

HOUSTRIAL PRIATIONS
HOW, Labour, and Society is hyseric
Repression to Reinstant Recognish
Aufthum Westleron Elimited
Parker, 347-991 Incent the designed
Parker, 347-991 Incent the designed
Parker, 347-991 Incent the designed
The Societ Dimension of 138th nor
His Societ Dimension of 138th nor
His Societ Dimension of 138th nor
His Society Parker, 1881 parker, 1887
Facus o New CE, by Beerder Society
His Conver. 314 vi parpetitude parker
His Society of the Society of the Conver. 314 vi parpetitude parker
parker of the Society of

Addresses of Publishers

American Foundation for the Blind, 15 West 16th Street New York

American Foundation for the Science, and 10011
Cambridge U. Press, 40 West 20th Street, New York 10011
Cambridge U. of America Press, 620 Michigan Avanue, N.E. Washington, America Press, 620 Michigan Avanue, N.E. Washington, America Press, 620 Michigan Avanue, N.E. Washington, America

Council on Foreign Relations Press, 58 East 68th Street. New Wol. 10021

Once on reveils Relations Press, SE East 68th Strat. In: 10021 Once on reveils Relations Press, SE East 68th Strat. In: W. N. Notron & Company, 500 Fifth Avanue. New York 10310 Once on the Press, Scott Quadrangie. Alberts. Once 45701 Once on the Press, 200 Admission Avenue. New York 10010 Press, 200 Admission Avenue. New York 10010 Once on the Press, 200 Admission Avenue, New York 10010 Once on the Press, 200 Admission Avenue, New York 10010 Once on the Press, 200 Admission Avenue, New York 10010 Once on the Press, 200 Admission Avenue, New York 10010 Once on the Press, 200 Admission Avenue, New York 10010 Once on the Press, Broad and Outron Streets, Philadolphia 19122 On Adabtem Press, P.O. Box 107300, Tuscolosa, Alia 3541 U. of Fateny-Instal, Press, Broad and Outron Streets, Philadolphia 19122 On Adabtem Press, P.O. Box 107300, Tuscolosa, Alia 3541 U. of Fateny-Instal Press, P.O. Box 107300, Tuscolosa, Alia 3541 U. of Fateny-Instal Press, Blockley Hall, 418 Service Drief, Philadolphia

u. of Pennsylvania Praes, Blockley Hall, 418 Service Driet.
phila 19104
U. of Tennis Prees, 20 St. Mary Street. Suite 700, Toronto M1789
U. of Wisconsis Prees, 114 Sorth Matriny Street, Medison, 915 611
E. of Wisconsis Prees, 114 Sorth Matriny Street, Medison, 915 611
E. Prees of Streets, 220 Certuit, Learence, Euc. 65045
J. Prees of Vision 1300, University Statios, Charlesteries, 32
2203

Verse, 29 West Told Street, May York 10001.

the Engine special of 41 my stary plays that shanning excisals. In the Stary plays that shanning excisals is not the Stary plays that the start of the Stary special s

March 4, 1992 • THE CHRONICLE OF the necessity for rainly defined mole-fermitte to the and relationships.

The necessity for rainly defined mole-fermitte to the analysis of t

Abortion Rightu on Hollglous Francism, by Peter S. Wenz (Temple University Press; 294 pages; 549 95 hundrover, \$22.95 pu-perback). Arones that the issue of the fe-tury status as a person the first 20 weeks of pregamery is essentially a reli-weeks of pregamery is essentially a relitestimunies of Hulocaust survivors; and the film Shouth by Claude Lanzmann.

grans decision, and thus, the high to an abortion is not grounded an according to the control of the control of

Edward Monor et 1873-1981 when he was in his mad 29.

The Humane Coundry Constant, Touque-ville, and Fresch Unberslien. In Gowel Armstone Kelly (Countridge University Stricture), Anderson Kelly Klaustridge University Stricture and Martin St

Real flexibility in TDAs. One on one. How can you give your employees the investment options they need in tax-deferred annuities? Let VALIC show you one-on-our what our Independence Plus program offers. Flexibility. The Independence Plus portfolio has nine mutual fund investment options and two highly competitive fixed rate options, with a toll-free number that allows you to switch among funds with just a phone call. It even offers provisions for

tax-free loans. Strength and stability. VALIC has specialized in qualified retirement plans and tax-deferred

annuities for more than 35 years.
Over \$14 billion in asseta rank
VALIC in the top 2% of America's ife insurance companies. We carry the highest rating from both A.M. Best - A+ (Superior) and Duff & Phelps - AAA, We have also been assigned insurance ratings of AA+ (Excellent) from Standard & Poor's and As2 (Excellent) from Moody's

Investors Service.

Personal service. Our representatives can certify the maximum annual contribution amounts for every employee, per-form paycheck comparisons and retirement needs analyses, as well as cash value projections

So to talk one-on-one with a VALIC representative, just call for an appointment and an employer fact kit at 1-800-22-VALIC.



* An American General Company

For more complete foremation about Indep Plus, including charges and expenses, pleas for a free prospectus. Please read & cargiville Piss, including charges and expenses, please for a first projectus. Piesse read it carefully be gending or proved in any project. Piesse read it carefully be gending or proved in a say prior, independent Piss in distributed by 7 to Variable Annuity. Multi-fully company (VAIGO), 1939; The Variable Annuity Life insurance Company, thousen, Piesse VAIG is a resident activity market of The Variable Annuity Life Insurance Company, thousen, Piesse VAIG is a resident activity and the project of the VAIGO of the Pisses VAIGO of the VAIGO of

建设为心界 区域

Continued From Preceding Pure 559, 50). Considers mural, utilitarian, and rational arguments for whith are termed "strong" and "weak" paternalism in medical carte. Emottons, by Justin Out. Morality ear the Emottons, by Justin Out. 120, 250, 251, Dec. 252, 253, Dec. 252, 253, Dec. 252, 253, Dec. 252, 253, Dec. 253,

Monality and the firmettens, by Junio Gal-ty | Hostallosis: 250 pages, 189,793. De-finels, the aution that a constitute have a local properties of the constitute of the 15 x claim that moral goodness requires both ocitis in a correct monet and how-man be raise morally and therease, due to the constitute of the constitute of the pages and the constitute of the constitute of pages. 364 noses, 544,793. Arms that proposed and the constitute of the constitute of pages and the constitute of the constitute of two bullets by which they are, their world view, thank by which they do: unspeach that proposition of the view of briefers and val-ticute, and that they do: unspeach that proposition of the constitute o

s irrelevant in the moral evaluation

neck is tredeman in the, moral evaluation of persons.

In longer to the longer that the longer than the longer to the longer to

the "lar samakas" his in the reast of presistant puzzles in ame theory. Remetitizes From Mislands and stategy, by Remetitizes From Mislands is activated by the Press, 1489 negatives, 1893 paperhealt, Gensiders the phistosphesic form the Washington and Combridge Comparison that Washington and Combridge University D. D. Thomas (Cumbridge University Press, 128) pages; 369(3) herefollow, Press, 1281 pages; 369(3) herefollow, the Press, 369(3) herefol

philosopher and Nuncoaformist minister during the years 1759-1789,

POLITICAL SCIENCE

POSITIONS COMMUNICATION OF THE Prospects for World Orders, by Richard Polity (Tempic University) Press; 235 pupes; 359,351, Avenue that a major cultimat shift and the prospect of the prospec

No organisation Malaure 3000000 (140 of Parfolmanee in dioester in Govern-mont, by Nell Carter, Rudolf Klein, and Patricia Day (Roulledge; 240 pages; 509.95). Discusses the assessment prac-tices of the British Civil Service from the

tices of the Brillsh Civil Service from the 1960's to the 1980's. Palecaage and Politica in the UEBR, by John P. Willeriou (Cambridge University Press; 304 pages; \$59,93). Oscribes the network of petron-client relations that is-fluenced recruitment, mobility, and poli-cy making in the Soviet bireaueracy over

NEW SCHOLARLY BOOKS

the past 25 years; draws on career data from more than 2,000 national and region-al officials.

Brackes of Right Nativist and Fascist Poli-tics in Casada, 1920-1840, by Martin Rohin (University of Toronto Press; 372

Robin (University of Toronto Press; 372 pages; \$60 U.S. hardcover, \$16.95 U.S. pages, eau U. a. narucover, 3(6,93 U. S. paperback). Examines the origins, activities, and ideology of the Casadian Kin Klux Klan, Adrian Arcand's National Social Christian Party, and other right-wing groups during the period.

cial Christian Party, and other risht-wing groups during the period. Byrla and the Middle East Pasce Process, by Alasakira Drysvaller and Raymond A. Hinschusch (Cookell on Foreign Rela-tions: 224 pages; 516,93). Describes the domestic and external pressures that have slapped Syram soiley toward the Arab-Israell conflict.

PSV060.004Y
Postpartam Psychiatria Ilinana: A Ficture
Puzzle, cuited by James A Reamder RanPuzzle, cuited by James A Reamder Randiton and Particis Neel Harberge (University of Pennylbania Press, 3d Japass; 123 M Instructors, 32.12 Sparpetosis, 1npsychosis and Control Control Control
psychosis after Childherts
Remambaring the Personal Pseut Descriptions of Autobiographical Memory, by
Parse M. Hoss (Ladori University Press; 2d) pages; 250 Mg. Discourse, supervisdescription of the Penns of Pseuton Pseutonia Pseu

cai, and loggious perspectual.

biographical semory.

A Structared Analysia of Smell Groups, by
Sisan Long (Routledge; 217 pages;
\$69,50). Draws on the work of Jacques
Lecan in a grudy of the processes of group
integration, identity, and leadership.

heatre at the Croseroade of Culture, by Patrice Pavis, translated by Luren Kru-aer (Roulledge; 236 pages; 572.30 herd cover, 516,50 paperbacki. Baamines acs-lhetic and political aspects of such cross-Religions of Bouth Arries, by David Chi-doster (Routeder; 224 pages; 569,35 hardeover, 2195 peperback), Discusso Christian, Hinde, Jewish, Muslim, and Iradillonal Africus citations, commedi-tion in South Africa, and exemines the ambivitent role of religions symbols, nyths, and rituals in South African poli-ities. URBAN STUDIES

Ecoapseto Risetario and Environmental Politica in America, by M. Jimmie Kil-linasworth and Jacqueline S. Pattoer ISouthers (lileofa University Press; 327 pages; 514.93). Exomines the retent and ideology of supporters and oppo-cents of cavifdementalism.

FULBRIGHT SCHOLAR AWARDS

FOR U.S. FACULTY AND PROFESSIONALS

1993-94 Awards Competition

lecturing, or university lecturing. Openings in over 120 coun-

tries. Multicountry research is possible in many regions. All

Scholars in all ranks are eligible, from junior faculty to

professor emeriti. Applications are also encouraged from profes-

sionals outside academe and from independent scholars.

Other deadlines are in place for special programs.

Write or call now for information and application forms!

Council for International Exchange of Scholars

3007 Tilden Street, N.W., Suite 5M, Box CHE

Washington, D.C. 20008-3009

Telephone: 202 / 686-7877 (24-hour access number)

June 15 for Australesia and South Asia

August 1 for all other world areas

disciplines and specializations participate.

Some 1,000 grants for research, combined research and

Poor Women and Their Families: Hard-Working Charity Cases, 1200-1930, by Beverly Stedum (State University of New York Press; 235 pages; 549.00 hardcover, \$16.95 paperback). A stady of the lives of

FELLOWSHIPS, PRIZES

Anti-Americaniem: Critiques at Home and Abroad, 1005-1990, by Paul Hollunder (Oxford University Press: 544 pages; 535), Asalyses and compares domestic and forcian manifestations of what is de-fined as a hostlic predisposition against the society, culture, or forcian pulicy of

Crachuate Schunl of Industrial Administration

Fifth Awards for Achievement in Managing Information Technology

The Fifth Awards for Achievement in Managing Informati Technology will pravide special recognition to those individual who have made significant contributions to their institution through the lunuvative use of computer systems and communications technillugy

Award cosponsors, Carnegie Mellnn University's Graduite Systems, Invite you to submit a nomination.

Individual efforts in achieving academic or administrative objectives. Specific applications could include: instruction educational auftware, support for research and engineering Institutional research, student information and schedulin human resource management, financial management admissions, development and fund raising.

Nomination furms can be obtained by writing to: Mrs. Jan Dodson 1777 North Kent Stood

Philadalphis: Naighborhsode, Sivision, and Gonflict in a Foet-Indastriat City, by Cerolyn Adams and others (Tomple Lin-versity Press; 210 pages; 534.91. An in-terior pages; 210 pages; WOMEN'S STUDIES

THEATER

EDCIDLOGY

fined as a houtile predisposation against the society; culture, of fortian pullcy of the District States, the society culture, of fortian pullcy of the District States, the society of the District States, and the society of the District States, and the society of the States of the

529,951. Draws on interviews with par-ents from 23 familles. Jakking of the Royal Family, by Michael Billis (Rouledge; 272 pages; 569, 50 hard-cover, 516,95 parerback), Considers the cultoral slanificance of widespread public fascination with the lives of members of the British royal family; draws on data from 63 English families.

Womens Getween Twe Worldes Hridgite Re-dealines on Work and Family, by Mynr Dinnersien (Temple Dulersiy) Prets; 2D plets; 354.33 inn/covor, 356.33 ps. 2D plets; 354.33 inn/covor, 356.33 ps. dec-less American women born between 1936 and 1944; describes their early adult capellences a traillional wives and mothers, and their later entrance into the work farce as middle-aged women.

AWARD: \$25,000

PPLECATION BEAGLINE: Murch 15, 1992

(for research beginning 992-393)

OTHERATION OF AWARDES April 30, 1992

IREX International Research & Exchanges Stoord

ANNOUNCEMENTS

of fellowships, lectureships,

and prize competitions

appear every week in the Scholarship pages of The

Chronicle. For advertising

rates and other information,

please call (202) 466-1080.

U.S. DEPARTMENT OF ENERGY **Health Physics Faculty** Research Award Program

ment at an accredited college or university in the United States, and must be a U.S. citizen

Applicants should focus their research or activities in the following areas:

radiation safety and protection, including radiation dosimetry (equipment, protocols, internal, external, whole-body, or specific organs), risk assessment and ALARA concepts, radiological emergency management, radiation protection standards and regulations (including those that pertain to the fetus), environmental monitoring and assessment, and air monitoring and sampling.

Awardees must maintain their full-time academic appo status, conduct the proposed research at their home institutors, submit an annual progress report, and a final report, and collaborate with a DOE contractor or approved facility.

Health Physics Faculty Research Award Program Science/Engineering Education Division Attention: Rhonda Sullivan Oak Ridge Associated Universities P.O. Box 117, Oak Ridge, TN 37831-0117 Telephone (616) 576-1087 or FTS 626-1087.

FELLOWSHIPS, PRIZES





Tri

Hax

At the University of California at Berkeley, two

professore decided to take their intellectual disputes into the

clessroom and leach a course together. But the way things are

going, it won't happen sgain.
Vincent Sarich, n physical

anthropologist, is teem-teaching a

Anthropological Thought" with Nancy Scheper-Hughes, a medical

course for anthropology majors and

is usually taught by two professors.

Mr. Senich takes an evolutionary

behaviors are influenced by genetic

disrupted Mr. Sarich's class because

thes, who characterizes many of

anthropologist. It is a required

approach, arguing that crime,

intelligence, and other human

factors. In 1990-91, projesters

they considered his views to he

racist and objected to his stance

Mr. Sarich's ideas as "reguenant"

"It would be bard to nick two people who disagreed more than the two of us," Mr. Sarich says,

Both scholurs attend every class,

but usually lecture on separate days.

shead, Mr. Surich says his partner is

"entirely too prane to ad hominem

guments." And Ms. Scheper-

reliable cyldence to support his

statements. Each says the other to too tled to his or her own theories.

Both prufessure say they don't

the students. And she says, with u

hugh: "If we can emerge without a

A month ago, the cheirmen of the Lees College governing board blamed professors for turmoil at the two-year Kentucky

institution. "They are unable to

Smith seld, referring to the president, Willam B. Bradehaw.

big concern last week when college

officials barred an investigatur from the American Association of

campus. An investigating team was looking into faculty cuncerns ubout

John P. DeMareus, a professur at

who led the inquiry, says he was

escoried out by security and nne uf the college's administraturs. Susan Herald, a spokeswoman

for Lees, says Mr. DeMarcus had

acknowledged eurlier that a campu-meeting with professors would be

inappropriate, "Dr. DeMercus was reminded of his commitment. When

he came on campus, he was asked to leave," she says. Professors met

with the AAUP of an off-cumpus site.

University Professors from the

academic freedum ut the Presbyterian-affiliated cullege.

Northern Kentucky University

But gentility didn't seem to be a

work for a gentleman," J. Phil

fistfight in class, It'll be a success.

plun to repent the experience. He

says it hasn't been pruductive for

Highes says he often fails to provide

They say they agreed from the

With half of the semester still ning not to interrupt each other

arguments instead of issues

sees social and environmental

factors as more important in

shaping human hehaviur.

against affirmative-action

dmissions at Berkeley.

Meanwhile, Ms. Schener-

American Management Systems. Inc

Carnegle Mellon University

Call for Nominations

School of Industrial Administration and American Management

Nominees will be judged on the basis of the impact of their

An awards dinner ceremony will be held in New York City in November 1992 to honur the winners. The winners will be presented with a Steuben scripture and an honorarium.

Nominations due May 15, 1992

American Management Systems, Inc. Arlington, Virginia 22209

Faculty memhers in health physics and related technical areas at eligible for the U.S. Department of Energy's Health Physics Roub Research Award Program. The program offers a \$50,000 199 award for participants to conduct research in applied health physics and the participants to conduct research in applied health physics. ics; encourage new and innovative ideas for health physics-related research, enhance the quality of health physics teaching and research in the academic community, and strengthen ties between academic institutions and DOE facilities. Applicants are also eligi ble to apply for two additional renewal awards.

Applicants must be full-time faculty holding an academic appoin

The application deadline is April 15, 1992

For an application or more information contact:

Personal & Professional

Stanford Said to Ask Physician to Quit Neurosurgery Post

Acting chairman a focus of charge that the department is sexist

A Stanford University neurosurgeon who was accused of sexism by a prominent female physician told colleagues last week that he had been asked to quit his job as acting chairman of his department and told that he would not be considered for the

Stanford officials, however, said no final decision had been made in the case of Gerald Silverberg, the acting chairman. The officiats said that Stanford was still negotiuting with Dr. Silverberg and his Iswyer. Neither the ductor nor his luwyer cuttle be

Dr. Silverberg's comments, made to other medicul-schoul professurs, followed n meeting with the schoul's denn. David Kurn, and the university's president. Donuld Kennedy. The three discussed the findings of a committee set up in September to investigate allegations made by Frances K. Conley.

Reaignation Reseinded

In June, Dr. Cunley, a neurusurgeon at the medicul school, nanuunced that she was resigning to protest what she said was the school's hostile environment toward women and its decision to appoint Dr. Silverberg us chairman of the neurosurgery department instead of conducting a national search. She contended that Dr. Silverherg's lendership would fuster further sexism and sexual horassment.

Dr. Conley rescinded her resignation in September on the condition that the university address her complaints.

Dr. Silverherg tald The New York Times lust munth that the Investigating committee's confidential report detailed only "minor insensitivities" on his part. Some physicions at the university speculated that Stanford, still reeling from the scandal over its mishundling of indirect-research charges hilfed to the federal government, was removing Dr. Silverberg from the depurtment chairmenship simply to end the latest controversy.
"I think Stanford at this point is so des-

penate to invaid further bad publicity that they would regard a sucrificial victim as a Continued on Following Page

'LIVING ARTIFACTS'

Students Construct Kayaks to Learn About Native Cultures of the Arctic



A student at Shaldon Jackson College in Alaska lashes an arched wasder beam to the gunwales of his partially canstructed kayak.

SITKA, ALASKA Instead of learning about native Arctic cultures through textbooks and lectures, students at Sheldon Jackson College here learn by building kayaks.

In a new three-credit course ealled "Culture of the Kayak," two professors are teaching students how to build kavaks using the traditional techniques

of the Innu Eskimus of Greenland, After spending long hours sanding wood. carving pcgs, and sewing canvns, students leave the course with kuyaks they have built themselves. More important. say the professors, they leave having learned about Inuit culture.

"The main objective of the currse is Continued on Page A 19

Colleges Expand Efforts to Help Teaching Assistants Learn to Teach

By KATHERINE S. MANGAN Under pressure tu improve undergraduate teaching und prepare u new generation of faculty members, colleges and universities nationwide are strengthening their training programs for teaching assistants.

Not only are more institutions offening such training, but they are extending it far heyond the one day orientation sessions that, until recently, provided the only formal training many TA's ever received.

On an increusing number of campuses, 'TA's can enroll—and in some cases are required to enroll—in semester-long courses that leach them how to become more effec-

tive instructors. In addition, new teaching assistants are much more likely than before to be videotaned, assessed, and generally encouraged to take their teaching as seriously as their research.

'A Surge of Interest'

"There's no question, there's been a surge of interest in TA training at institu tions of all sizea," says Marilla D. Svinicki, director of the Center for Teaching Effectiveness at the University of Texas at Austin. The center helps coordinate training programs in each department and offers a summer seminar for facul

ty members who instruct teaching assis-

"It's really hard to be interested in undergraduate education and not be interested in training TA's, since they pluy such a major role," Ms. Svlnicki adds.

While participation in training programs remains voluntary on many campuses. more and more institutions are making them mandatory, national experts say. Some leuve that decision up to the heads of each academic department.

At some large research universities, as many as one-third of all undergraduate Continued on Following Page



Colleges Expand Efforts to Help Teaching Assistants Learn to Teach

classes are taught by teaching assistants. Lawmakers in several states, including California, Florida, and Texas, hove lashed out at universities for relying so heavily on TA's, particularly foreign-born students who have heavy accents.

Responding in part to pressure from lawmakers, students, and purents, more universities now require foreign-born teaching assisspeak English clearly before they are allowed to teach. In 1988, Texus lawmakers opproved legislation requiring that all classes at public colleges be taught in cleor English. The University of Texas ut Austin responded by adopting nn Englishproficiency test that ull foreignborn tenelting ossistants must posbefore they can teach. Those who fuil the orni test must take language classes until they pass.

Coucern About Quality

Over the past few years, several fuctors-in addition to concern over foreign TA's-have prompted higher-education institutions to expand their training programs for tenching assistants, or to start programs if none were in place. The

A growing concern over undergraduate education and, in par- of the Council of Graduate launched a training program that plines—issues like guuting papers.

lurge numbers of classes taught by getting their money's wurth at a tenching assistants.

■ The need to train future fneulty members in light of a wave of Eager to Improve Skills retirements expected by the end of the decode.

they begin tenching.

Says Jules B. LoPidus, president

Pension Money in the Stock Market

Maillie D. Svinicki of the Center for Toeching Effectiveness at the U. of Toxas: "Thore's no question, thoro's boen a surge of interest in TA training of institutions of all sizes.

ticular, the quolity of teaching in Schools: "People want to be assored that the teaching is being # Public complaints about the done well, and that students are

only ones concerned about how ef-■ An increosed sense of profes- fectively teaching assistants are sionalism among graduate stu- trained Graduate students themdents, who in many cases ore de-selves were in mony cases cager to manding better preparation before improve their teaching skills. When Derina Sara Snmuel entered Many of the training programs a doctoral program at Syracuse begon in the mid-to-late 1980's, afer a series of national reports assistantship, she had already colled attention to problems in untaught for three years in Zombia. dergraduate education, Chief "Still, I would have been very among oudents' comploints was nervous walking into a classroom that too many lower-division of American students, not knowing courses were taught by TA's with what to expect," says Ms. Samuel, little or no teaching experience. who was born in Tanzaoio.

Luckily, Syracuse had just

has since become one of the most responding to plagiarism, and reccomprehensive in the notion. As an ognizing students' learning styles. international teoching assistant. Such programs also give tenching Ms. Samuel spent two weeks be- assistants a broad support network fore the beginning of the semester they wouldn't otherwise have. in an intensive program that gave ut Syracuse University, how to im-

TA's viewed the tape ond offcred

confidence boost you could have,"

On other campuses, though,

who have received none.

ology and leaching literature re-

gle training program doesn't make

training, on the other hand, argue

that such programs can effectively

neots of centralized

The issue of who should train her a brief overview of American TA's-their departments of a cen-Undergraduates weren't the culture, it covered what to expect tral university office is a touchy one, as evidenced by a heated di prove her tenching skills, and such cussion in November at the Third nuts-und-bolts issues as how to Annual Conference on the Training grade papers. The orientation sesand Employment of Graduate sion was followed throughout the Tenching Assistants, Held at the year by workshops und discussions University of Texas at Austin, it with faculty mentors. drew 500 people. 'Confidence Boost'

At the conference, Carole Glover, who serves as the executive co-ordinator of the National Associa-The most helpful part of the orientotion program, she concluded, tinn of Graduate-Professional Stuwas the videotaping of a mini-lecdents, recalled her efforts to start a ture she delivered. After her fellow TA training program at Memphis State University three years ago. constructivo criticism, she deliv-At the time she was working on her ered onother lecture, which wos master's degree in unthropology also videotaped. "It's the biggest and serving as president of the university's Gradunte Student Associ-

from department to depurtment,

teaching ossistants are lucky if they nave one full day of "training" before they enter the classroom. When TA training is left to each de-

partment, it is not uncommon to Continued From Preceding Page find on the same campus teaching assistants who have had extensive preporation for teaching and others Administrators at many institutions have tried to reduce that dis-

Dean Korn did not return teleprograms that insure that all teachphone calls last week. A spokes-nton for the medical school said ing assistants receive at least some preparation. Often they run into a there would be no comment until wall of opposition from department oegotiations with Dr. Silverberg heads, who orgue that teaching biquire such different skills that o sin-

Walting for Official Decision

Dr. Conley said in September

atticial decision before she decide whether to take further action.

In a separate development, is munth Dr. Cunley criticized the willy Stanford resolved a sexual harnssment case involving a cardologist here. The university last month that it had taken discplinary action against the physician, Murk G. Perfroth, who was accused of sexually harassing too female students more than a year ogo. Hut as part of an agreem reached with Dr. Periroth, Statford refused to disclose what steps it had taken. Said Dr. Conley: you're going to use censure as a deterrent to this type of behavior, the elements of the censure should

be known.". -COURTNEY LEATHERMAN

and the graduate students decide to get together to develop a cap pus-wide program ourselves," se caid in a recent interview.

"tirminate students are become ing more and more aware of the status as emphyees as well as shdents," said Ms. Glover, who is now pursning a doctorate at Amei can University.

Personal & Profession

Disciplinary 'Clusters' Ded

The voluntary program has some grown to a three-day, pre-sense orientation session run by the grad mate students themselves. Las gnage screening for foreign TA'ss handled by the university.

The most effective efforts, man observers conclude, have a cotralized program that complement rather than replaces departmen

Over the past few years, the Un-versity of California at Riversite has developed a compromise the that trains teaching assistants o disciplinary "clusters," such a foreign languages or loboratorysiences. Participation is required of all new ra's who do not neede departmental training. The gla was adopted because, as of 198. only 6 of the university's 27 deatments were providing instruction training to their ra's.

I'm from finding a centralizat program intrusive, department were eager to pass the responsible ity on to others, says Linda B. Nison, director of the Teaching Assistant Development Program a the Riverside campus, "Most & partments accepted and even wiconnect out-side training," she sast They could breathe a sigh of relat because the pressure was off then

to encycle training." Jody Nyquist, who has writen extensively about to training, sap she has seen some significan changes in the past few years. Ms. Nyquist, director of the University of Washington's Instructional Development Center, says the onday "hit-and-run" orientations at giving way to continuing semester long efforts. She's also seeing mor senior scholars working with TA's.

With the prospect of a facility shortage location on the horzes. mure and mure universities at viewing their teaching assistant not only as altort-term employed but as the faculty members of the morrow. "Finally," says Ms. Ny quist, "people are realizing we'll Training was very spuradic training the next generation of pre-

Stanford Reportedly Asks Physician to Quit

cheap price to pay," said George H. Koenig, a part-time associote clinical professor of neurosurgery. He added: "I think the university is scared to death of a lawsuit by I-ran parity by offering university-wide

that she would probably leave the school if Dr. Silverberg were chosen as permanent chairman of the department. She said last week address general issueo, and leach-department. She said last week ing skills that cut across the disci-

Personal & Professional

Students Build Kayaks to Learn About Arctic Cultures

Continued From Page A17 not the kayak," says Ronald E. Dick on associate professor of nutund resources who taught the class with another faculty member this winter. "It's the knowledge that is gained about the kayak and about the culture that developed this technology.

By the end of the class, he says, students have "gained a lot more than just a bout. This is essentially living artifact."

If the subject of the class seems unorthodox, so too is the method used to teach it. Students who ask questions often hear this reply; 'Ask the kuyok." Says.

The professors aren't being flippant, says Ray Jennings, an assistant professor of social science who co-taught the course. The idea, he says, is to teach students "the way an Inuit elder might—by observation, by helping to bring out the student's intuitive sense about the boat."

After a while, he says, "instead of asking questions, they begin to look at the knynk and figure it out

Kayaking is a popular sport at Sheldon Jackson College, situated in the town of Sitka on Baranof Is land. The island lies along the cons of the Gulf of Alaska und is accessible only by bout or plane. The cam pus itself overlooks the ocean. A pod of humpback whales has been wintering in Sitka Sound in recen yeors, and students often paddle kayaks out to see them.

'You Get Addicted'

A 300-student liberal-arts college, Sheldon Juckson operates or a calendor year that sandwiches a one-month "Interim" session in Jonuary between two four-month semesters. Some students go home for the month, while others take courses or go on field trips. The kayak course was offered in this year's interim session under anthropology and sociology.

The kayuk course was schedoled from 9 a.m. to 3 p.m., Monday through Friday. The problem was tot getting students to stay for that long, but getting them to leove, professors oay. Helena M. Gladke, a junior who

took the course, says she and others would stoy until 5 p.m., then return to class after dinner. "You get addicted," she says. "You just want to do more."

The professors limited the enment to eight students, reasoning that more would make the class unwieldy. Students were divided into teams of two; each team built two kayaks. (While ubout 24 per cent of the college's students this year are Alaskan Natives, none

took part in the first kayak course.) Both Mr. Jennings, who is white, and Mr. Dick, who is part Cherokee and part white, are avid kayakniques and traditions of building ak by taking seminars taught by a Danish instructor who learned from the Inuits. They decided that kayak building would be an inter-

Building the kayoks in the Inuit way means using all notural materials. The frames are made of Sikka spruce and red oak. While the Inuit

covered their kayaks with seaf

No rulers or measuring tapes are skin, the students used canvas, Inused. The Innit used anthropomestead of power tools and varnish. try-a method of measurement asstudents used hand tools and lining the human body-to determine seed oit. Nor did they use glues or the size of their kayaks, and so did resins, "It's all lashed, peggerl, and the students. The width, for examsewn," Mr. Dick says. ple, is determined by the span of No Rulers or Measuring Tapes the user's hips plus a fist on either side. The result is a more efficient Ms. Gladke, who is just fearning and maneuverable kayak-built to to kuyuk, called the experience of fit the owner's body "fike a tuilor-

hnikling it "very pioneerish." At made boot." Mr. Dick says. one point, she chipped and chis-Not to mention a cheaper kayak. eled away at a 3-hy-6-foot beam to Students paid a \$400 fee for the make a brace for her kayak, only to course, which covered materials have the piece break when she was for the knyaks. Stores in Sitku ulmost done. "You respect the charge \$2,000 or more for a fiberwood a lot more this way," she gluss version, Mr. Jennings snys.

Skeptics might say that building the wrong answer?

a kayak for enflege credit is a vocational exercise more than an academic venture. Mr. Dick disagrees. "It isn't vocational, becourse these people aren't going to be bent builders," he says. Students keep a journal, writing about the building process and about in-

sights they gain into the culture. The two professors plan to teach the course again. One benefit, they say, is that it helps students take responsibility for their fearning.

Social Roles Are Studied

Ms. Gladke agrees. "You just want to ask, Can I do this? And they're like. 'Look at your kayak. Think.' And that's really tough for a lot of people."

What happens if the kayak gives

'We walk a line line us to when to interfere." Mr. Jennings says. "When we see spotthing that threatens to endanger the integrity of the kayak, we do step in. But it's a very tolerant design, it tolerates a lot of experimentation.

in addition, students learn about innit culture as they work-about social roles and the division of tahor among the Inuit us well as what the kuyak symbolizes, how long it takes to huitd, and how wood is gathered for it.

Adds Mr. Dick: "Students gain some real respect for the people that invented and developed and refined this hunting tool, and that's what it was. The knowk is to the Inuit as the horse was to the horse cultures of the Phins Indians

-DENISE K. MAGNER

Performance Class By Itself

If you're looking for a way to make the most of your retirement savings and that of your plan participants, consider performance.

A lot of providers of 403(b)(7) retirement plan services claim it. But few can prove it. Fidelity's assets have grown from \$14.9 billion in 1981 to more than \$150 billion* today.

But performance should extend into other areas as well. It's just as important to find a turnkey solution that gets high marks from you and your employees. That's why we place such emphasis on participant recordkeeping and employee communications support, as well as choice and flexibility

To find out more about Fidelity's first class performance and how it can help you, contact our Retirement Services Group at 1-800-343-0860.



*As of January 31, 1992. For more complete information about Fidelity mutual funds, including fees and expen



nothing less than student success with

YOUR COLLEGE Strategies for Success

Iohn N. Gardner, University of South Carolina A. Jerome Jewler, University of South Carolina

Nothing less than success—that's what you can expect when students prepare to succeed with Your College Experience. Comprehensive and internotive, Your College Experience offers suddents insights, activities, and samingjus for developing the academic and personal surrengths that promote aurecessful manifordation, retention, and ultimately, graduation.

To receive an examination copy, call Sales Services at: 1-800-423-0563

or write to: Marketing Manager for First-Year Studies
Wadsworth Publishing Company 10 Davis Drive, Belmont, CA 94002



NEW BOOKS ON HIGHER EDUCATION

It may be necessary to add state nx to the cust of books listed beluw. Discounts muy be available to scholars and to people what order in

GUIK.

Accidente Advieling for Student Success: A Systems of Shared Responsibility, by Simil 11. Froat Lawrit-Part Higher Education Reports, Gentze Woollington University of Students on Reports, Gentze Woollington University of Students of Studen

AUSTRALIAN CAMPUS

Review Weekly

niralia, New Zeahmd, SP, Asia and The South Pacifir now have a riedicated Higher Education weekly tabloid— AUSTRALIAN CAMPUS REVIEW WEEKLY

n journalists and contributors nuglioul the region, Australian spits Review Weekly provides in-th coverage, news, debate and demic job vacancies.

Subscribe now for just A \$72.00,

Telephone 61 2 360 1655 Fax 61 2 360 4932

10 Elizabeth Street Paddington Sydney NSW 2021 AUSTRALIA



Jessica Kingslev Publishers

New From The Higher Education Policy Series ...

UNIVERSITY AND SOCIETY: ESSAYS ON THE SOCIAL ROLE OF RESEARCH AND HIGHER EDUCATION

The contributors to this volume discuss the nature of higher education and its relationship to society as a whole, raising Issues of policy within a context of the history of ideas. Topics include: knowledgo and society; historical research as a mirror of society; the fragmentation of research; teaching and study; Swedish research on higher education; the university research enterprise within industrialized nations; and the American university and re-

1991 • 256 pages • Hardcover • 1-85302-525-9 • \$62.00

DIMENSIONS OF EVALUATION IN HIGHER EDUCATION: REPORT OF THE I.H.M.E. STUDY GROUP ON EVALUATION IN HIGHER EDUCATION Urban Dahllöf, John Herris, Michael Shattock, André Sterpoli, and Roeland in Veld

Series 13

This book addresses primary issues in evaluation in higher education in an This cook accesses fairmay issues in evaluation in nighter concanon in an international, national, and long-term perspective. Essays demonstrate that arguments about the nature and techniques of evaluation must entail far broader considerations than those often promoted by policy-makers. Specific experiences and strengths of each author have been drawn upon and matched with corresponding topics of the chapters in the book.

1991 • 160 pages • Hardcover • 1-85302-526-7 • \$51.00

THE USE OF PERFORMANCE INDICATORS IN HIGHER **EDUCATION: A CRITICAL ANALYSIS OF** DEVELOPING PRACTICE, 2ND EDITION

The first edition of this book made an immediate impact on the expanding field of performance measurement in higher education. This edition has been thoroughly revised to take into account the most recent developments in the practice, literature, and potential use of performance indicators. The book includes a survey of the literature developed in the USA, the UK, and other OECD countries. It surveys the use of performance indicators of teaching, secarch and administration, and offers suggestions on how they might be

1991 • 144 pages • Hardcover • 1-85302-518-6 • \$51,00

STUDY ABROAD PROGRAMS: VOLUME I Edited by Barbara B. Burn, Ladislav Corych and Alan Smith
THE IMPACT OF STUDY ABROAD PROGRAMS ON STUDENTS AND GRADUATES: VOLUME II Susan Oper, Ulrich Teichler, and Jerry Carlson

These volumes offer a major comparativo analysis of the structures and impacts of the main study abroad programs offered by universities in four Buropean countries (UK, France, Federal Republic of Germany, and Sweden) and in the US. This is the most comprehensive international analysis of study sbroad programs ever carried out in terms of geographical coverage, the number of institutions and programs analyzed, and the number of students and graduates involved.

1991 • Volume I • 280 pages • Hardcover • 1-85302-522-4 • \$45.00 Volume II • 250 pages • Hardcover • 1-85302-523-2 • \$45.00

Precept Press, 160 East Illinois Street. Ulticaga 60611; 238 pages; 539.95; la-cludes information of interest to makes of colleges, universities, hospitals, ad-

of cotleacs, universities, but shades with restinitions. Supposits, and state restinitions. College and habrarily Stations Anticles College and habrarily Stations of the Publish McChought Lorentz College and University Business (Ide of College and Huisversity Business (Ide of College and Huisversity Business (Ide Washington 2008s, the three-volume of Washington 2008s, the three-volume teleparate washington 2008s, the th

peroloping Profasselans! Education, by Hazel Bures and David Watson Isosich for Research into Higher Education (tipen University Press, available from Taylor & Finnels Group, 1995 Front Read, Saite IUI, Bristol Pn. 19007, 179 Fagues, 579 hardecover, 536 paperiockl. record. State IIII. Irricol. Ph. 1909; J. Poper Fours: 379 Introducever. 336 paperbola. Control of the design and control of the control of t

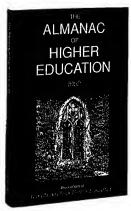
2,000 published lists and maskins-that-low the reader to compare the propries, faculty, funding, and organization deli-cation on all levels from elementa-ychools to postdortoral institution. In Purcell of the Ph. O., by William G. Bos-

in Pursual of the Pin. O., by William G. Bose and Mell I. Boulevature Urbicate I. Lawrenceville. N. J. (1986). 25 June 2. Start September Footers on Time to degree? and completion and training the study of the efficient offers in subject of the Control of the Start September 1 of the Start September 1 of the Start September 1 of the Start September 2 of the Start Septem

thes from 1992 to 1998; the second se

unt the need for female colevators in the intrins work, and the greened values of a Palemont of Palemont of Palemont of Palemont of Regisler of Higher Education, 1989 | Peterson of Golden, 202 Creative 1989 | Peterson of Golden of Golde

West JSM Street. New York Bullsnages; 312 repeated). Discusses made as
pages; 312 repeated). Discusses media expages; 312 repeated as
pages; 312



For educators • librarians researchers • writers

"Virtually any statistic one could need with respect to higher education."*

THE ALMANAC OF **HIGHER EDUCATION**

AVAILABLE NOW, the latest edition of The Chronicle's invaluable Almanac in a convenient paperback, containing all the data from the fall 1991 special issue PLUS more recent information.

This unique professional resource-filled with easy-to-read maps, tables, and chartspresents an overview of national indicators of the health and financing of U.S. higher education together with state-by-state reports on key statistics.

Facts and figures from the Almanac supple-

- Average pay—lecturers through full professors and administrators
- Faculty distribution by rank and age
- Enrollment, percentage of minority groups
- Test score averages by sex, race, and ethnic groups
- Degrees conferred
- Characteristics of students
- Financial aid
- Revenues, expenditures, endowments
- Average tuition

Additional information includes:

- Results of the 1991 state elections, noting changes in governors and changes of educational policies
- Comprehensive statistics on enrollment by race at 3,100 colleges and universities



\$18.95 paperback

Act now to ensure your copy of this essential reference book. Previous editions sold out early! Here's why:

- *"One of the best and most current sources of U.S. higher education data may be found in this excellent compilation. Virtually any statistic one might need with respect to higher education is provided in the national and state-by-state profiles."—Jerry D. Flack, American Reference
- "Data are clearly presented in a format that will make them easily accessible to all levels of higher education users."-Choice
- "A well-designed Almanac that wlll save research time.... Especially useful for people who are preparing speeches or papers."-Booklist

ORDER FORM Plense mail orders to: THE UNIVERSITY OF CHICAGO PRESS 11030 South Langley Avenue Chicago, IL 60628

Please send me _____ copies of T (0-226-18457-9) at \$18.95 per copy. ___ copies of THE ALMANAC OF HIGHER EDUCATION, 1992 Shipping and handling: please add \$2.00 for the first book and \$.75 for each addlitional book. Customers outside the U.S. should add \$3.00 for the first book and \$.75 for each

TOTAL ORDER \$

Salea Tax (IL addresses, 8%) \$_ Shipping and handling \$_

☐ Check or money order enclosed ☐ Charge: ☐ MasterCard ☐ VISA

Credit rard Telephone number (including area code) (____)

SICNATI IRR-

_ Zlp Code

Rex orders: Purchase orders and individual orders charged in Visa or MasterCard may be sent by Rex to: 312-660-2235

THE UNIVERSITY OF CHICAGO PRESS

To order call TOLL FREE 1-800-821-8312 (9:00 a.m. to 5:00 p.m.) Or write: Jessica Kingsley, c/o Taylor & Francis, 1900 Frost Road, Suite 101, Bristol, PA 19007-1598

()n.

Two Cornell University sophomores were arrested las sopnomores were arreated last week for allegedly alipping a virus embedded in computer games into national computer archivea. The students, David S. Blamenthal and Mark A. Pilgrim were charged with compater tempering, a misdemeanor, and released on bail. A preliminary hearing was set for April 10. The vinis, "MSOF-A," was

embedded in three games for the Macintush-Obnoxiuus fetris, Tetrieyele, and Ten Tile Puzzlesuid M. Stuart Lynn, Comell's vice-president for information technolugy, who hended a search for the virus after he was alerted the o Cornell computer might be the

The virus was detected last month in computer urchives in the United Stutes and Great Britain. As soon as it was identified. Mr. L.von sald, cumputer users who track viruses alerted others on the electronie actworks. "Our aense i that the virus was controlled very

In 1988, a Cornell computer was the source of a serious vints when Robert J. Morris, Jr., a graduote student, let loose a "worm" that infected government and university research networks, Mr. Morris was \$10,000, put on three years' probation, and ordered to do 400 hours of community service.

Although electronic materials play a role of the collections of the Library of Congress, the vast majority of items are still on paper. Of the 98,636,944 items in the total Inventory at the end of fiscal 1991, 1,870,190 were outlied disks. tapes, and other recorded items, and 130,621 were videotapes and

The library reported that it had 12,550,437 records on computer data bases at the end of the year,

Temple University is developing an electronic network that will let music therapiata exchango research findings and elluical information.

an Ox-line date base of scientific information with an electronic bulletin board and electronic mail. When the network is completed, the data base will include over 20,000 abstracts from publications written in English. The bulletin board will contain a job bank and directories for performing artists seeking help for physical or psychological

WIN is now available to students and professional practitioners in Australia, Balgium, Denmark,

England, and the Netherlands.
"Future plans include expansion to other countries and the addition of literature on other arts and health eas," says Cheryl Maranto ssor of music, who is

Information Technology

High-Speed Network for Research Stirs Controversy

Lawmakers and educators fear access could be restricted

By DAVID WILSON

A Congressiunal panel is concerned that the National Research and Education Network, a high-speed computer superhighway that could revolutionize scholarship is in danger of being set up in a way that could deny access to a wide variety of pro-

Some university officials agree that the concern is legitimate, and that without proper safeguards, access to the network could be controlled or restricted by one or more companies. The companies could then restrict educators' shillty to get on the network, limit the availability of certain services on the network, or drive up costs.

In what some fear is a precursur of cuming fights over the network, known as NREN, the National Science Foundation is stready under fire by some for allegedly foiling to provide fair access to an existing network, NSFnet. The NaF is the lead feder-

Equal Terms and Conditions Sought

Other college officials are feorful of the Congressional scrutiny. They say it could delay the development of the NREN, which is scheduled tu be completed by 1996, "If we make this into a political issue, we'll see the technical progress we've been making slow to a standstill," said Doug Gale, director of computing at the University of Nebraska at Lincoln.

Using the high speeds offered by the Naen, researchers will be able to send vasi quantities of data in seconds over wires that link campuses, making practical such dreama as entirely electronic libraries.

It took years of lobbying to muster the support needed to get legislotion outhoriz-Ing an additional \$1-billion for the development of NREN enacted into law last year. Most of that money has not yet been provided, so backers of the nelwork need

toring of the project by his subcommittee would continue for some time, "This will be a long-term procedure of oversight to make sure that as NRBN becomes functional, a proper management system is put in

He also pledged that he would not try to Impede progress on the network. "Our goal will be to make sure that politicization loes not happen," he said.

Questions about how the NREN will guar-Continued on Poge A24

Videodisks Bring Dimension of Emotion' to Ethics Education

Multimedia technology allows students to experience real-world moral dilemmas

By BEVERLY T. WATKINS

Using videodisks and computer technology, foculty members at Curnegie Mellun University are crenting real-wurld moral dilemmas in the classroum for students studying ethics, values, and critical think-

Traditionolly, in ethics courses, professors have relied un bouks and lectures tu generate discussions of issues. They acknowledge, however, that for students who hove not yet had much experience with life, such discussions are academic exercises

With multimedia technology, professors can simulate thorny situations by using interactive videodisks that let students explore actual cases. In full-motion video with images and text, the cases mise controversial questions and reveal conflicting perspectives. Professors sny the disks give students real-life experience in making tough choices.

"Ethics is not a theoretical discipline. It's supposed to inform our practice—the choices we make in real situations," says Preston K. Covey, who directs both the Center for the Advancement of Aplied Ethics and the Center for Design of Educational Computing here. "The ethics classroom is very data-poor, but moral education in real life is very

Because the interactive videodisk com-

in "A Right to Dia."

idaodisk, studenta

sas images of

lootball playar, of

tha car in which

burned, and of film

disablad, using his

young man as a

a multimadia

bines the power of television and film with the control of the computer, says Mr. Covey, it lets students experience flesh-and nod issues and think about them careful ly at the some time. "The interactive vid-

Making Students Aware of Issues

Mr. Covey, who is also an associate professor of philosophy, says the ethics disks are not designed to persunde students to take a particular viewpoint, but to make them aware of all the issues. "It is not the oint of an ethics class to change upinion If students see that 'Gee, it's a whole let more complicated than I thought it was," the class is a success." he says.

The videodisk project, called Theoria. was started in 1987 to encourage faculty members to develop multimedia material for the arts and humanities. It was the broinefilld of Mr. Covey and Robert J. Cavalicr, who hecame executive director of the educational computing center at that

Theorin took its name from the Greek word for theory, which has the same root ns the Greek word for thenter. In the Galden Age of Greece, Mr. Covey notes, and vehicle for ethical theory was the theater. were reflected in the plays. "Theoria is sa



allusion to the concept of theory rooted in

developed what Mr. Cavalier calls "a facsity-grounded, classroom-hased strute-

the designer of the videodisk, or us chisc to in the classroom.

und "Art or Forgery?"-und has others in various stuges of production. The finished disks are based on netnul cases. Although the cases were resolved, they still raise

issues that are dehated tuday: "A Right to Die? The Cuse of Dax Cowart." In this case, based on an event in 1973, Donald (Dnx) Cowart suffers burns over 65 per cent of his body and is left hlind and maimed when his ear, parked over o leaking gas line, explodes. For 14 months. as he undergoes agonizing burn therapy, he pleads with doctors and mirses to stop the treatments and let him die. Students debate whether Mr. Cownt. who remains rational throughout the therapy, should be kept ulive or be ullowed to die.

"Art or Forgery? The Case of Han Van Meegeren." In this case, based on an episude in 1945, a Dutch painter named Han Van Meegeren is charged with Nazi

collaboration. Authorities have found that Hermann Güring possessed a painting, called "Christ and the Adulteress" by the 17th-century artist Jun Vermeer, that he ppnrently obtnined from Van Meegeren. To avoid trial on a charge that carried the denth penalty, Van Mecgeren claims he painted the Vermeer himself. Failing to convince the judge, he claims he painted several other masterpieces attributed to Vermeer, including works used to nutbenticate Göring's painting. To prove his case, Van Meegeren paints o new Vermeer in the courtroom, Students decide whether "Christ and the Adulteress" is an authentic Vermeer or a forgery, and debate the

alue of the signature on o work of art. "Birth or Abortion? The Human Face of a Dilemma." In this prototype, now being tested in the classroom, two couples in their mid-30's can choose to take a medical

test, called amaincentesis, to see if their unhorn bubies have Down's Syndrome One couple decides to take the test, implying that they would consider aburtion if the fetus were defective. The other couple deelines, implying that they would reject nbortion. Students debate the pros and cons of abortion.

The computing center has other videodisks in the research and planning stages that concentrate on issues of crime and gun control, cultural differences in advertising, dispute resolution, obseemity and censor ship in the urts, and whistle blowing.

Process Can Be Frustrating

Although interactive videodisks are well suited for teaching ethics, Mr. Covey says, producing them can be a time-consuming and sometimes frustrating process. Prototypes for the two completed products were oduced in six months in 1987-88, he says, "but the present generation of disks wasn't finished until 1991."

Of the two, "A Right to Die?" caused the fewest problems because the computing center used two existing videotapes. The first, called "Please Let Me Die." was made in 1974 by Robert B. White, a professor of psychiatry at the University of Texas Medical Branch at Galveston, while Mr. Cowarl was undergoing treatment. The second, called "Dax's Case," was produced 10 years later, with Mr. Cowart's participation, by Concern for Dying Inc., a New York-based organization that udvocates euthanasia

The videodisk contoins pictures of Mr. Continued on Following Page









PITTSHURGH

codisk adds the dimension of emotion to ethics education," he says, "In real life, you don't deliberate issues impartially and

Cernagia Mallon's Praston K. Covoy, loft, with Robort J. Cavallar: "The interactive videodisk adds the dimension of amotion to athles education. In roal life, you don't dollborate tsauos impartially and unom

concrete observation," he says.

The director concedes today that "Theorio is a little tno arcane un allusion to he helpful." He says no one knows what it means, and everyone misprononnees it the correct pronunciation, he says, is tay-

'Grounded in the Classroom'

In the last five years, the project has

"We think the content expert should be

Videodisks Allow Real-World Study of Issues in Ethics

Cowner before the accident, a under duress. heod-on shot of his our after the explosion, and scenes of him in therapy. It shows Mr. Cowart a complex to produce, he says. Locating the nrt materists required decode later, disabled but married and practicing law. Despite his re-covery, he contends that he should sumed vust amounts of time, in have been allowed to die.

Students can see interviews with Mr. Cowart, his mother, his doctors and nurses, and his lawyer. The interviews push students to think about the quality of life, the als, and a patient's right to decide whether to live or die.
"If students allow Dax's request

to die, they see Dax alive, playing with his dog, working, at home," says Mr. Chvalier. "If students deny Dax's request, they see him meers and De Hooghs, documents undergoing agonizing treatment in

extensive searches. Getting perpart because many people were not familiar with videodisks.

Images of Vermeer's Works

The videodisk contains images of all of Vermeer's works that were outhenticated in 1944, paintings that Vun Mecgeren claimed to have lorged and works painted under his own name, articles that reflect the controversy among experts at the time, and historical text. A 1949 film, Van Meegeren's Faked Verthe scientific and forensic investi-

Continued From Preveding Page swer. We just put their decisions dents in the mid-1940's—the trial was held in October 1947-and re-"Art or Forgery?" was more stricts the evidence to what was known at the time. "The stn-

"Some students objected

that the material

was too

upsetting. Such is life-that is

just the point."

dents are in the same situation the jury was in," Mr. Cavulier snys. No matter what the students decide, they must support their decision with the evidence provided. They decide Yea or No for forg-

Bruce A. Sherwood, the cent painting be different if you sign

principal research scientist, the worked on the computer bagger Mr. Cavalier, who secured per mission from unuscums to copy Moreover, these programs with run without change on a widerers their plates, slides, and transparer of equipment, from the ustrefar cies, says that "the rights acquisi tion process is the most time conily to the Apple Mucintosh funds suming part of multimedia." to I his workstations."

"We were dealing with thou sands of images," he continues. Three years of classroom con ation, primorily by Mr. Coreyad Mr. Cavalier, preceded the peahad to write all over the ing of the linished disks list yer. world. We would get letters back During the lengthy evaluation, from Germany, for example ask ing Has ist day 'rideodisk." Then suys Mr. t'invey, the students' mi we had to explain. We finally got mmy complaints were broke There is not enough information the rights to all the images. No one said No, but everyour had a differand there is too much information

Wide Runge of Equipment

ent way of saying Yes."

Call for Papers

and Proposals

The Tenth

Education

internationa

Conference on

Massachuaeite

Institute of Technology

Cembridge.

Massachusette URA

March 21-24,

Technology and

For the Theoria project, the educational-computing center developed a special programming language, called "eT." to control the video, graphics, text, and other features of multimedia technology.

With the Cowart disk, he say, "some studenta objected that the more regarding generations and the bospiral."

Mr. Cavalier odds: "We never say the students get the wrong and forger," he disk places the students get the wrong and forger, the disk places the students get the wrong and forger, the disk places the students get the wrong and forger, the disk places the students get the wrong and forger, the disk places the students get the wrong and forger, the disk places the students get the wrong and forger than the students get the wrong the st

With the Van Meegeren prob

type, for example, some storen

dentanded more paintings as more text, he says. "They do not

need more to investigate the for-

ery chrim. but they were motivated

Medium of

instruction,

Construction

Rethinking the

Technology in Education

TECHNOLOGY UPDATE

Organization conducts worldwide search for computer viruses

■ Center plans inventory of electronic texts in the humanities

■ Project compares on-line instruction with traditional teaching

The Antivirus Methoda Congress is conducting a world-wide search for computer viruses, programs that nutomatically copy themselves from one disk to other without the users' knowledge and disrupt computer opera-

Since it started looking in the fall, the organization has found 1,300 viruses, says its prexident, Richard G. Lefkon, un assistunt professor at New York Universito's Information Technology Insti

The congress was organized last fall by representatives of neademe. corporations, and government to locate and study computer viruses and exchange information about them. The group has about 200 members, a third of them from colleges and universities.

The organization, which is seeking more members, plans to hold its first formal meeting next week at the International Computer Virus & Security Conference in New York. "Our goal is to have 1.300 members by April, so the organization will have more members than there are viruses," Mr. Letkon

For more information, contact Richard G. Lefkon, Antivirus Methods Congress, 609 West 114th Street, New York 10025; (212) 663-2315; AMC@WELLS.SL.CA.DS.

-BLVI-RLV F WALRIN

The Center for Electronic Texts in the Humanities has been established at Rutgers University to complete an international inventory of the thon-sands of texts available in machine reactable form.

The center, a joint venture of Princeton and Rutgers Universiies, will continue a project started at Ratgers seven years ago to inventory and catalog texts that have

been typed into a computer.
Susan M. Hockey, the center's director, says the original inventory, which is available on RLIN. the electronic network of the Reearch Library Group, will save scholars the trouble of typing texts

into the computer again.

Ms. Hockey, the former director of the Computers in Teaching Initiative Centre for Textual Studies & Oxford University, says sume significant research has already been done using computers to search through every word in works by certain anthors, looking for patterns. "That's the sort of re-search that couldn't be done without a computer," she says, and such research would be more feasible with a catalog of machine-read-

Ms. Hockey says the center hopes to provide access to ma-chine-readable texts and tu develop software to let scholars make etter use of all computerized

Por more information, cont Susan M. Hockey, Center for Elec-trade Texts in the Humanities. Rutgers University, 169 Chilege Avenue, New Brimswick, N.J. 08903; (908) 932-1384; CETHúr2O-DIAC. KUTGERS, EHU.

-OAVIII I., WILSON

Northern Kentucky University has begun a pilot program to determine how on-line instruction atacks up against traditional teaching.

Last year the institution allowed

professors and students in two classes to communicate with each other on computers linked by a network, says Sandra W. Easton, associate provost. The results were so successful that the university hus expanded the program to six courses this year with test and control sections. Students in the test sections will he able to submit homework, ask questions, and interact with each other and the in- Briefly Noted structor on the network.

Ms. Easton says the tests will indicate how ascful the technology is not only in the traditional set ting, but also in conjunction with classes taught by television, in which students are on the campus only four times a year to take

"At this point, about 175-students are using the computers," she says, with a comparable number taking traditional class-

For more information, contact Sundry W. Easton, 818A Administrative Center, Northern Kentucky University, Highland Heights, Ky. 41076; (606) 572-5379. —D.L.W.

Whish College in Ohio plans to 5790; (404) 875-9211.

47402-0120; (812) 339-2203. An annual subscription costs \$20. "Plans and Investments in Ed-

offer a new major in computer sci-

ence next fall, phasing out its com-

bined major in mathematics and

computer science over the next

■ The first issue of TECHNOS:

nology, a new publication on the

Quarterly for Education and Tech-

role of information technology in

bringing change in education, is

available from the Agency for In-

structional Technology, 1111 West 17th Street, Bloomington, Ind.

ucational Technology: A Status avoilable for \$10 from the Southern Regional Education Board, 592 10th Street, N.W., Atlunta 30318-

Development of High-Speed Network for Research Stirs Controversy

Continued From Page A22 nntee sccess have been raised in recent months by several observ-ers, including a networking execu-and Services Inc., including Mr. tive who charges that the NSF has Schrader's, can use it. given unfair advantage to a competitor that manages resenct, the

foundation's computer network. The foundation's network will eventually become a significant part of NREN. The NSE has turned over management of Narnet to a wasn't enough to insure "a level company created for the tosk. That company is called Advanced Network and Services Inc., an inde-

pendent, non-profit entity. A subsidiory of Advanced Network und Services markets space on NSFnet to businesses. Officials of the compony say that of the money the subsidiary receives, it keepa only charges for overhead and taxes. All other money is used to upgrade the network.

'Monopoly' Feared

The most vocal critic of the NSF's relationship with Advanced Nelwork and Services Inc. is William L. Sehrader, president of Performance Systems International Inc., a commercial network provider. He has chorged that the NSF has mode it impossible for his company to compete fairly against Advnnced Network and Services and its aubsidiory selling network time to commercial entities.

They are basically in a position to ereate a monopoly" by controlling access to the foundation's netrk, Mr. Sohrader sald. Eventually, he says, they will control oc-cesa to NREN as well, because of the pivotal role NSFnet will play in NAEN. Under such a monopoly, he warned, commercial users might well eventually dictate who has aceess to NREN, closing It off to oil but big business and big science.
The National Science Founda-

tion, he said, "has given ans exclusive rights to sell commercial access to Nisrnet, and that must either he terminated or opened up to ev-

Nap's networking division, reject-discrimited the charges and said that he said.

the foundation itself set policy for the network and that compa

Not Trying to Play Favorites

Mr. Schrader also said that although the NSF has pledged to issue multiple contracts for the oversight playing field."

Mr. Wolff snid the NSF was nut trying to play fovorites and was in stend trying to get the best possible service for the widest community of users at the least possible cost, "Everything that we

do is interpretable in that context Mr. Wolff olso said that wat nfftcials were nwure of the need to keen Congress satisfied on the le sue. "In future budgets, if we look like the bad guys, Congress may do bad things to our budget." Mr. Wolff said.

Representative Boucher offered some assurances, however, that the hearings were designed to insure smooth management of NREN. not to hurt the MSF. "Our concern is really not with any squabble that may exist today with regard to management of the NSFnet. Our concern in the strategy that will be put in place for monsgement of NREN when it becomes function

And, he said, there is no reason that the current system of manage ment would have to be scrappedprovided that no businesses or edu cational institutions are closed out of the system. "It is possible that NREN could be managed by a pri vate entity under contract with the federal government, and it is possi ble that it eduld be managed by a private entity that also uses the net work for its own services," he

He warned, however, that Congress would be watching the issue e lerminated or opened up to evolute. Stephen Wolff, director of the stephen Wolff, director discriminate against competitors.

A Pledge. The Tanih Internetional Conter-ence on Technology and Education will be a lively forum addressing the social, politi-cal, philosophical, technical and pedago-cal aspects of technology and education. Format, in addition to the traditional papers and panels, we welcome proposals for debetes, round table discussions and any new learning experiences. Due date for proposals is May 15, 1992.

Founding Sponsors:

The University of Texas At Auetin, College of

Radio Shack Education

Inemes, The overall theme of the conie-ence is "rothniking the role of computers (and alt computational media) in educa-tion." Guideline topics will include; polifics of computer use; theories behind technol-ogy; teachers and technology; technology and cutticulum, olobal perspectives; tobyand cutticulum, global perspectives; lobby ing for change; new visions of the future; and the role of technology in the home and outside the classroom. For complete information on submitting proposals, contact Mr. Jamis Alexander Radio Sheck Education Div. 1800 One Tandy Center Fort Worth, TX 78102

WELL STATE OF THE STATE OF THE

Co-Sponsors: MIT. . ISTE . TERC THE Journal . NESDEC Michigan State University Boston Public Schools

Themes. The overall theme of the confer-

Program Your Students For Success

ACCPAC' Simply Accounting

Only \$50





Only \$100

ACCPAC*

North America's Leading Accounting Software Is Now Available To You At Greatly Reduced Prices Through Our Special Educational Discount.

Here's your assignment.
Take advantage of CA's special educational discount on the full line-up of ACCPAC® accounting software solutions for Windows, DOS and Mac. By using them in the class-room, you give your students valuable experience with accounting software corporate America uses.

There's ACCPAC Simply Accounting ™ for Windows or Mac, the small-business accounting software that's easy to learn and easy to use. Or ACCPAC BPI, specifically designed for growing businesses. And ACCPAC Plus, North America's leading high-end accounting software, with 10 integrated modules including complete payroll and sophisticated job-

Many are supported by supplemental materials from leading publishing houses. And they all come ready to use with sample data for immediate journal input. For more information on the ACCPAC family of

accounting software and your special educational discounts, cali 1-800-MICRO90.

Class dismissed

GOMPUTER' **ASSOCIATES**

1999: Computer Associates International, Inc., 711 Steman Avenue, Guiden City, NY 11530-4787. All to

over art restoration B3

The Arts: Photos from Spain;

End Paper: Daniel Boone

Letters

to the Editor

B6-7

Bulletin Board

B8-67

as American icon B68

family theater; architecture B4

The following list of computer software has been compiled from information provided by the pubthe programs. Prices are subject to eliange without notice. For information about specific applications and hardwore remaircments, contact the companies directly.

COMPUTER PROGRAMS

Biology data bases. "BiidBase, Ver sion 2," for tan the and compatibles, Duta-base-management program let-biologists, ornithologists, and others keep track of birds sighted in every cone of North America and Huwaii, based on the first of species from Junes based on the fix of species from James Cleancut's Billing of the World's 562.95. Craftigel: Smalls Barbara Noftwore Products inc., 4000 Dever Road, Santia Barbara, Cal. 93103; 8037 963-8896. Mataorelogy. "Meteurolisais Educa-tion and Resourch Applications," for Apple Maclatoth, Requires. "Hyper-Card." Taiorbil lets students vilyer-the evolution of the boundary layer of the evolution of the boundary layer. air through unimation and eraphics; in clades advanced topics in atmospheric

cuates suveneeu ripres in amospinerie dyaamics, air quality cagineeriag, ind eavironmental science; 565; quantity discounts aveiluble. Confact: Intelligentiation, Departament OAPI, P.O. Box 1530, Seata Barbara, Cal. 93116-1530; (800) 346-8355 or (801) 685-2100. Statistics, "MINITAE Statistical Soft-ware, Version 8." for IBM PC and comware, Version 8," for tast ne and compatibles, interactive statistical package lets user organize, analyze, and report research data; oroxides 180 statistical fuections operating on dots alored in a row-by-column worksheer; includes high-resolution and charac-

terversion grachies, and data and file management; 3395; quantity discounts and site licenaes available. Contact: Minitab Inc., 3081 Enterprise Drive, State College, Pa. 16801-2756; [814) 238-2380.

January Compage, Fr., 18981-4736, [814]
2083-2280. Odden. "Dairy Cuttler Revetorinary modelan." Dairy Cuttler Repartition of the Compage of the Compage

OPTICAL DISKS

OPTIQAL DISMS

Archaeology, "Perseus, Version 1.0," for co-axon and videodist olayers used with Appl. Macdatoth Negulier "For Co-axon and videodist olayers used with Appl. Macdatoth Negulier "For Macdatoth Negulier" in the Appl. Macdatoth Negulier "For Macdatoth Negulier" in the Appl. Macdatoth Negulier "For Macdatoth Negulier "For Macdatoth Negulier" in the Appl. Macdatoth Negulier "For Negulier" in the Appl. Macdatoth Negulier "For Negulier" in the Appl. Macdatoth Negulier "For Macdatoth Negulier" in the Appl. Macdatoth Negulier "For Macdatoth Negulier" in the Macdatoth Negulier "For Macdatoth Negulier" in the Macdatoth Negulier "For Macdatoth Negulier" in the Macdatoth Negulier "For Macdatoth Negulier "For Macdatoth Negulier" in the Macdatoth Negulier "For Macdatoth Negulier" in Macdatoth Negulier "For Macdatoth Negulier" "For Macdatoth Negulier "For Macdatoth Negulier" "For Macdatoth Negulier "For Macdatoth Negulier "For Macdatoth Negulier" "For Ma

InfoTech Services

ACADEMIC COMPUTING

banner. Beyond the Walls ™ The BANNER Series

Create-A-Workshap Package.
Help your Institution's faculty
and staff learn about the resources available on their desirous, you the Internet. Package
includes videotupe demo of faculty network use. Kit. 389.) For
tutin sarekshandiswenut our
tutin sarekshandiswenut our

COMMUNICATIONS

Balminee vanir cammis neademle

Eatimic yair caugita icademic and life style programs with GTE's Saurt Campus. The form key package inclines an un-campus intudest a terwork for lectures and conferences, on and officiampus resurce data access, advanced telecommunications and second control of the communications and second control of the control of th

Call 1-800-743-4228.

Applied Campus Technologi

COMMUNICATIONS SERVICES

DOMESTIC & INTERNATIONAL

 Space Segment
 Production
 Videoconferencing 1-800-677-VISTA

CONSULTANTS

NYSERNet, 111 College Place Syracuse, NY 13244 • 315-443-4120

The Power to Reach New

Heights in Administrative

Computing

Five Integrated Systems

inance • Alunıni/Developme

Financial Aid · Student Human Resources

Call tell-free 800-223-7038

Integrated Information Management Systems. Col-league is a comprehensive soft-ware package that streamlines all dministrative functions with

administrative functions with Stude at Management, Fisaucial Management, Human Resources, and Fund-Reising Systems. Benofactor is an integrated set of modules designed to support all development activities includ-ing strategie and campaign plan-ing, donor acquisition and unique of the property of the pro-cessing.

essing.
With 23 years of experience,
Dantel is committed to delivering quality products and services
to higher education. Datatel • 4375 Fair Lakes Court Fairfax, VA 22033 • 703-968-9000

IIIDATATEL

ASSOCIATES

Computer Associates provides educators with software that bel-ters the competition in functions ity and design, and is priced much less. From graphics to word processing, spreadsheets to so-counting, CA offers the most valtouring, the most water from your investment. Stop up and see the software that is used by over 85% of America's Fortuan 500 employees. For more information call 1-800-MICRO90.

PARTICIPATE® Computer Conferencing Software for Distance Learning

GROUPWARE

Fax: 215-435-2453

SOFTWARE

Administrative Software Comprehensive, fully supported and integrated Student Information, Financial, Human Resources, and Fundraising software system for higher education. Installations at over 90 colloges and universities. On-eite training/installation provided.

For information of 1-800-253-5017.
COMPUTING OPTIONS COMPANY

LEGEND

, the family of advanced admin istrative software systems from AMS—the LEGEND series of applications addresses everythin from financial management and human resources to student info

AEQUITÀS:

Business Course Administrators:
AEQUITAS® from ETS. Assess
ment software evaluates: proficlency is wp. data entry, spread shoets and more. 609-951-6116.

Mae Word Processing. Try Nisus® 800-922-2993, x10 for a free demo.

COSMIC, for NASA

Download our catalog via Internet, run it on your PC. For in-structions send a message to service@reasack.cosmic.nga.edu

Quodata

Call: 800-OK 4 HELP

Information Associates combines advanced, proven technology with a deep understanding of ad-

software and professional serv-ices that directly support your in

stitutional strategies. For more information cull 716-167-7740.

INFORMATION ASSOCIATES*

A subsidiary of Dun & Bradstreet Softwar

Cable & wire, facilities numage-ment, student resale suftware. Teles Research Corp. #00-4#8-3526

The value of expertise.

ministrators' needs to deliver

Total Solutions

Successful software & service for Information Management in Higher Education. MAPLE

The New Math Standard Waterloo Maple Software Waterloo, Ontario, Canada N2L 3L3

> MicroCase Curriculum Plan Discover the software-based curriculum that has transforme

undreds of colleges. MicroCase, Box 2180, West La-fayette, IN 17906 (317) 497-9999

Career Planners: SIGI PLUS from ETS—career guidance software sys-ETS—career guidance software system for the '90s, Call 800-257-7444.

Ches Scheduling Software remove tedinin, saves many hauts, Dell-brook Sollware Co. (15-661-629).

Federal Grant Forms Suftware, 13170-58 Atlantic Blvd., Suite 307, Jucksonville, PL 32225.



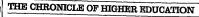
Share your success.

Have you developed a computer program that you think others in your field would get excited about? Then why not share the news?

Every week The Chronicle reaches over 420,000 of your colleagues who are interested in putting their computers to work for them. And now with InfoTech Services it's easy to reach them.

Just call Display Advertising at 202-466-1080 for advertising details.

InfoTech Services The Chronicle of Higher Education 1255 Twenty-Third Street, N.W. • Suite 700 Washington, D.C. 20037



Section 2

March 4, 1992



Too Many Full Professors: a Top-Heavy Pyramid

By Andrew Hacker

EN THE RICHEST CAMPUSES BIC pleading poverty. Yule University, with its 10-digit endowment, has eliminated its water-polo team and has proposed closing its department of linguisties. Middlebury College a few months ago fired departmental secretaries with decades of devoted service. The causes of these and other cutbacks need no eloboration. State legislatures, in some cases responding to taxpayer revolts, have stashed higher-edueation budgets. At private colleges, tuition increases cannot cover mounting bills, and gifts in this recessionery era fill only a frac-

tion of the gap. Yet the biggest item in entless budgets has remained sacrosance The jobs and salaries of tenured faculty members have gone virtually untouched. even as part-time lecturers receive pink slins. Trying to remove even an associate professor can elicit a prolonged court fight. Apart from cases of moral lurpitude, colleass must prove that "financial exigencies" make it necessary to dismiss some tenured professors. And since cuts in the faculty ranks are confined to the bottom

OPINION

rungs of the professoriate, several adjunct faculty members must be dismissed to neeserve the salary of a single scoior profes-

GURES on faculty ranks and costs can be derived from information on compensation of full-time faculty members published by the American Association of University Professors. The chart on the next page provides data for a cross section of institutions for academic 1990-91. On at least half of the faculties listed. the number of full professors exceeds the Continued on Following Page

These distributions obviously affect hudgets. Pay for full professors can risc above \$100,000 and can reach \$60,000 even nt "second-tier" schools. At Harvard University and the University of California at Herkeley, salaries and benefits for those at the top consome more than three-quarters of the payroll for full-time faculty members. And even where full professors make up less than a unjority, they sometimes still absorb about half of the money available for faculty soluries, as at Iowa State University and the University of South Carolina.

It might be useful to ask what has proilited the plethora of full professors with such liberal subtries. In fact, neutlene's inverted avramid is something of an anomaly in this country. Other organizations tend to have more conventional employment structures, with a broader base and fewer people at the top. The military is an examplc: The number of officers tapers off in ench successive runk. Yet in the faculty world, people usually get lifetime tenure in their 30's und often are promoted to full professor before they reach 40. With the end of mundatory retirement, some could stuy of the top of the pay scule for 40 years

THE CURRENT SITUATION began in the 1960's and 1970's, when faculties expanded more than threefold to accommodate ballooning enrollments. Promotions and tenure were granted with unprecedented generosity because of the heavy demand for faculty members and pressure to keep salaries from being eroded by Infinition. Moreover, a clubby atmosphere developed concerning faculty nav Certainly, nanual raises for everyone make for more amiable relations among calleagues. In addition, a college's image may be enhanced if it is known for having a well-paid faculty. It is one thing, however for an elite university to give six-figure sal aries to several of its stars; presumably neademie eelebrities most get that kind of money to keep them from going else where But how are we to react when one universi ly's average salary for its 644 full professors is \$109,100? A skeptic might wonder why some professors continue to receive lavish pay, aggmented by unnual increases, even when they are past their productive prime and no longer receive outside offers of employment.

It is not clear that professors need the levels of salaries that they now receive. In n typical campos town like Ames, lowawhere Iown State is located, \$77,900 goes a very long way. Most middle-aged academics have put their klds through college and paid off their mortgages. Many have working apouses, often with well-paying jobs, Look at how many take off for foreign parts after a term ends, even before their final exums are honded in. Someone once went Thorstein Vehlen one better by calling attention to the "lelsore of the theoried

Perhaps the most troubling consequence of full-professor bloat is that it leaves colleges and universities with little money left to hire or retain younger people who have not yet achieved tenure. When non-tenured faculty members have trooble getting jobs or permanent appointments, work

gets around; the result is that fewer students than in the past are considering acudemic careers. During the past two decades, the number of doctoral degrees nwarded to American citizens has deelined Back in 1970, about 700 doctorates were granted for every 1,000 graduate degrees in law and business administration. Lust year, the ratio was less than 240 ner 1 100. Nor does it appear that forecasts of coming shortages of faculty members have persuaded more of today's colthis ontion, it would be understood that not everyone must become a full professor or achieve the top pay grade. Thus, for example, tenure ut a lower rank emild be given to people who devote themselves entirely to teaching. In other occupations and professions, it is not uncommon to retire at their equivalent of the assistant-professor level. We might look at how institutions such as Alcorn State University and Xavier University of Louisiana manage a more groduated distribution of ranks and salu-

other faculty members. lege graduotes to consider academic ca-

With dollars freed by

paying fewer professors top

salaries, institutions would

have more money to pay

Top-beavy faculties also mean that students increasingly are taught by professors who are even older than their parents. This nge gap may humper older professors insofar as effective tenehing requires un aworeness of young people's sensibilities. Such un understanding may be especially diffieult to nchieve today, when undergraduates often uppear to he inhabiting a different planet. That may be why same senior faculty membero are accepting offers of early retirement: They simply may no longer enjoy teaching students whom view as ill Informed and aemi-liter-

What about the future? Several possibillties come to mind; One is to give the pyramid a broader base, by setting more stringent rules for promotions and tenure. With ries. One susnects that a long tradition of tight budgets has forced them to be more realistic in ussessing faculty contributions. With dollars freed by paying fewer professors top sulnries, institutions would have more maney to pay tenured associate professors and other faculty members. Nor are the issues entirely financial. Institutions as a whole would gain by having more luniar collegeues with new ideas and un-

LSO drawing on other occupations, we might remember that when things get tight in the business sector, union members have been known to accept shorter hours so as to share the available work. In other instances, employees with the most seniority agree to take pay cuts so that younger employees can stay on the Does anyone wish to argue that while such sacrifices may be suitable for steelworkers, they are inappropriate for acudemics?

OPINION

A further model can be found in a Japanese practice. Once middle-level executives reach their 50's, they begin receiving reduced paychocks. In return for lifetime security, they agree to end their carecrs in more modest stuff jobs. There is no renson why academics couldn't accept similar reductions at an agreed-upon age. Do we really want to claim that professors in their 60's "need" six-ligure compensa

TINALLY, a little altruism would help. Such a spirit would be all the more in order, since compulsory retirement is being phased out, and faculty members can stay on at full nay os long as they wish Yet full professors could opt to retire of 65 with full Social Security henefits, supplemented by comfortable pensions. Those who want to keep on teuching could arrange to do so for a token stipend, while their former salaries could be earmarked for recruiting and retaining junior faculty members.

These are not sturry-eyed proposals. We heur a lot ubout how older citizens are better off than ever before, while the coming generation faces fewer options and greate insecurities. At a time of budget freezes ond firings, cun senior faculty members really feel comfortuble ubout absorbing so large a share of shrinking budgets? After all, we academics always have claimed that we chose cureers of teuching and scholarship for other thun financial reasons. Now is an opportune time to back up our words with deeds-by sharing some of our financial good fortune with those who want to carry on our calling.

Andrew Hocker is professor of political science at Queens College of the City University of New York.

Full Professors' Portion of Total Salary Budgets Stanford 44 FULL PROFES 682 FULL PROFESSO University of Chicago Yele University University of California College

Texas Christian

Alcom State

University

Xavier Universit



By James Beck

RECENT YEARS, Increusingly large sums have been channeled into restoring valuable works of art. Yet there is s peculiar silence from the scholarly commusity shout how well the job is being done, Very simply, scholars in the line arts are reluctant to criticize restmations. Despite the fact that paintings and scriptures, the very raw material of their studies, me being subjected to significant changes in appearance und, in some cases, in structure, criticism from the sclustarly community is nurely voiced.

To be sure, hented conneversy has snapted from time to time; recently the restoration of the ceiling of the Sistine Chapel raised fears that passages by Michelangelo had been removed. Most of the criticism of the radical intervention on Michelangelo Buonarrod's vust frescu has come from practicing artists, with only a few academics adding their voices. Why have historians of art failed to speak nut? What is the appropriate posture of an art historian vicà-vis modern restoration and consequently loward the preservation of the art and coltural artifacts of the past? Regardless of hepros and cons of specific interventions. ktherashof restorations all over the world beneficial or not?

The reluctance of act historians in colleges, universities, and museums to speak out against restorations can be interpreted as acceptance of the conditions that naw prevail, in which the response to restorations of famous works often is curefully pulated by public-relations companies and other special interests. Yet it is well known that every intervention has tive aspects: Incremental hits of original paint or varnish, for example, often are secrificed. Furthermore, as conservators recognize, even the accrued layers of "dirt" can acree as a protection from modem pollutanta, and consequently the removal of such layers can be risky. The sensitivities of restorers are sometimes so Feat, however, that I myself have been subject to four lawsuits charging criminal ander for criticizing the results of the restoration of the murble monument dedicated to Ilaria del Carretto by Jacono della Quereio in the cathedral in Lucca, west of Florence, The Italian comts have, happily, unheld the right of criticism, but the experience was both emotionally draining and expensive, and it has produced a decidedly chilling effect on critics.

The example of the Sistine Chapel's ceiling is instructive. Restoration of the ceiling was completed a year upo, while work on the enormous altur wall containing Michelangelo's "Lust Judgment" is about to bevin. To publicize the project, the Vatican Museums have engaged the services of a premier public-relations company in New York City. Furthermore, a number of esteemed Renaissance specialists have been generously connensated for writing muterial for official and semi-official publications about the restorations. They, not surprisingly, have cuthusiastically supported the project. Going against the opinions of these "hurans" in the field is difficult for

potential critics in academic. Contrary

opinion has been effectively deflected in

speeches and publications by members of

the resturation team and their spokesmen.

who have characterized critics us nat-of-

In an environment dominated by the

mass media, an enthusiastic reception of

the newly cleaned frescoes was carefully

prepared, overwhelming potential con-

trary opinion among professional art histo-

riuns or members of the public. Further

precluding give-and-take discussion of the

results of the Sistine restoration is the fact

that a powerful Japunese media conglom

erate paid handsomely for the photograph-

ic rights and controls those rights for three

years after each of the three main sections

of the chapel is completed. This means that

sten Don Quixotes.

illustrations of the entire restored surface still are not readily available, even for study purposes, undring crucial "before" and "after" comparisons incomplete. Two volumes of impressive photographs of the restoration have recently been mublished. but they are both incomplete and-in \$1,000 for the set-not readily available.

Moreover, the restoration fear paul its public-relations first have erected burriers la open debute to silence scholars who might be inclined to criticize the conduct of

tust, they say that any scholar who is not a Renaissance specialist Is not qualified to criticize the restoration. Then, even scholars informed phont Re nulssance art are said to be unqualified to comment unless they are conversant with all the scientific parameters of modern conservation and restoration techniques; they must be knowledgeable about computer science, physics, chemistry, and the

history of restoration. Such defenders as-

sume that the field of restoration encom-

passes a codified, "scientific" body of

knowledge with a generally agreed-upon

set of principles and methodologies. In

fact, however, vast differences of opinion

exist among restorers themselves. Some

udvocate a deep eleaning, while others opl

for a "soft" approach; some believe in the

efficucy of cleaning products like the deter-

gent As 57, which the Voticun restorers

Yet another argument is used against po-

tential critics. Unleas a scholar has seen

the restored frescoes in Rome, and not just

pholographs of the restoration, he or she is

held to be incapable of rendering judg-

ment. The imposition of this requirement

is, in my view, a brilliant ploy by the expo-

used, and others shon that product.

"What appears to be lacking is an overview of all the

issues involved and a set of standards for restoration

by which individual projects can be evaluated."

neals of the restoration, but one that is hardly eogent. Art scholars lubitually rely upon photographs in their studies and are well aware of their inherent limitations. Naturally, first-hand examination is highly desirable, but not a sine qua non. We can never compare the original hefore-and-after states firsthand simply because the "hefure" is some forever, Consequently photographs must be relied upon if conisons ure desired.

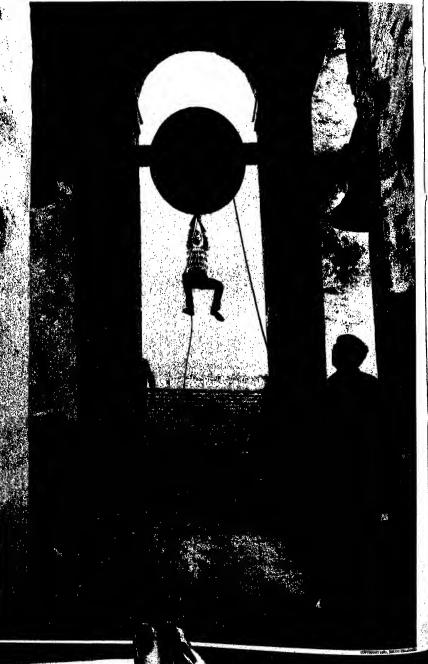
A further refinement of the demand that wintld-be critics examine the frescoes firsthand also has surfaced: To be credible, any commentator must have been an the senffolding and examined the frescues at arm's length. It is not sufficient to have seen the restored frescoes from grannd level-the way that Michelangelo intended that they be seen. Even this requirement has been embellished; the Vationa restoration team considers it necessary for would-be critics to have followed the progress of restoration day by day. In this final step toward the elimination of criticism, virtually evcryone who was not actually part of the restoration team is deemed unqualified to

An unalogy may be drawn here to the issues surrounding atomic energy. There are few umong as, even physicists and scientists, who are fully informed of the intricacies of the field. Yet the choice of using or not using that energy source, the actual ond potential dangers, most be evaluated not only by the specialists hut also by the entire society. The effects are too Importunt to leave all the decisions to technicians, whose views may not be broad enough and who may have a vested interest in promoting noclear projects.

To date, however, the art-history community has abdieated nny serious role in debating questions about the preservation of the very objects from the past that are the subject of their studies and their teaching. To my knowledge, for example, proponenta of the restoration of the Sisting Chapel have been given an ample platform in universities, in the lecture halfs of lead-

Continued on Page B7





Documentary Photographs From Spain; Theater for Families; Architecture Award at Princeton

PEN SPAIN/ESPAÑA ANIERTA." IN exhibition of works by Spunish documents. that opened recently nt Columbia College in Chicago, was mounted to commemorate the quincentennial of Columbus's viryage to the New World. What emerges is a vision of Spain's own evolution into a sew world since the death of Franco in

The show, on display at the college's Museum of Contemporary Photography, includes 169 photographs by 16 photograhers, most of whom had never exhibited in the United Stotes. Their work was chosen to reflect "the most salient aspects of present-day Spain-contradiction, transiion, and transformation," snys Denise Miller-Clark, director of the museum and ihe show's eurutor

Spain has long been a country of contrasis: old versus new, rural versus urban, mystical versus munitane. "Spain houses meadless amount of curiosities, while relaining on idiosyncrosy that is indisputable," Marie-Lnup Smugez, a Spanish hisorian, writes in the exhibition entalogue.

The contrasts have become more pronounced as the enuntry, released from the estraints of dictatorship, rushes to embrace new-found freedimis.

Some of the photographs in the exhibition underline the contrasts; Xurxo Lobato's pictures of a crucifix in a clock shop and a modern wushing muchine in the middle of a living room; Cristina Garcia Rodero'u view of a burefoot pilgim, a large wooden cross on his shoulders and tennia shoes strung around his

Other photographs concentrate on the old (Cristóbal Hara's shots of hullflighting). the new (Manolo Laguillo's records of conunetion sites for the summer Olympics). and the seemingly eternal (Juume Blassi's

Taken as a whole, the exhibition is not intended to be comprehensive, Ms. Miller-Clark says, but to open u window on a perpetually enigmatic country in a time of

Profound change.
"Open Spain/España Ahierta," continus at Columbia College through Murch If then will travel to various museums in the United States, Europe, and Latin merica, through 1994. —ZOE INGALLS

HERE IS THIS FEELING, Says
Sugar Kosoff, one of the founders of the Wheelock Fam-Theatre, "that if it's for children, first of

orro's 1982 photograph of he interior of an Andalusian bell tower Part of Columbia College's "Open Spaini España Abierta" exhibition.

all, it doesn't need to be good-which really aggravates me-and second, it isn't going to be good."

Ms. Kosoff and the other founders-Andrea Genser, Anthony Hancock, and June Stanb-had a different idea. They were determined to provide quality theater for family audiences at affontable

Now in its 11th season, the Wheelock Family Theatre has effectively silenced the may suyers. Reviews of its productions, which have ranged from Allee's Adventures in Wonderland to Watch on the Rhine, are consistently laudatory. And perhaps most important, both children and their parents like to uttend. "The biggest reaction we get from andi-

ences is that the parents are relieved because they actually enjoyed it," Ms. Kosoff says.
The Wheelock Pamily Theatre is a non-

profit, professional theater on the campus of Wheelock College that uses a combination of professional, student, and commiuity actors. It acts about 25 per cent of its annual budget from the college. In addition to mounting plays, the theater holds drama classes that are open to the public, offers internships for students from Wheelock and other colleges and schools, teaches drama classes in the public schools, and writes and distributes saidy guides to ac-

company special mutinee performances during the week far local schools. This year, for the first time, the theater also is sponsoring a play-writing contest to encourage people to write for family audi-But family theater is only part of the

Wheelock equation, "We originally wanted to call it the 'Wheelock People's Theatre.' " Ms. Kosoff suys. Then, us now, the goal was "to make theater as accessihie to people as possible—literally all kinds Accessibility meant breaking down

burriers not only for families, but also for other groups that traditionally have been excluded from theater casts and audiences: members of minority groups, people with low incomes, and the hundicapped.

That goal translates into low ticket prices ISB this year for the best seats), performances that are interpreted in American sign language, and a 650-seat theater that is accessible to wheelchuirs.

In addition, the theater easta members of minority groups in a wide variety of roles. In a recent production of The Music Man, for example, Marian the librarian was played by an Asian-Americun actress and Muyor Shinn by a black



A reading room, yestled against the foundations of Princeton University's Fixeston Library, is part of an underground addition that has won a 1992 architecture award.

eluss," Ms. Kosoff says. "We want our casts to reflect our audiences, and we want our audiences to reflect our larger socie-

"To me theuter is really important, and it needs to be in the fabric of people's lives." she suvs.

The theater's goals ultimately reflect her own bias, Ms. Kosoff says-a pasaionate love of the theater. "What we're doing here in some ways is creating future theater goers. Children see it us something for them. That's how you build an audience that wants theater to be part of their experience, that doesn't want only to watch videos or go to the movies."

UNDERGROUND ADDITION to A Princeton University's Firestone
Library has won a 1992 Honor
Award from the American Institute of Architects. The addition contributes 55,000 square feet of stack and study space to the existing library, a Collegiate Gothic huilding on the campua's perimeter

A formal arrangement of lawns and walkwaya covers most of the new space. but skylighta illuminate its most important public areas-including three reading rooms, the largest of which neatles against the foundations of the old library. Above ground, the addition's most prominent feature is a small, tower-like structure that both marks the extent of the expansion and conceals a skylight over its major staircase. The skylights and reading rooma also serve to guide library users through the actwork of new underground

The addition was designed by Koetter, Kim & Associates of Boston

---LAWRENCE SIEMILI ER

LETTERS TO THE EDITOR

The Political Views of Nominees to the NEH Conneil

Stephen Burd's February 19 article on the proposed nominations to he National Council of the National Endowment for the Humanities "New Fight May Be Imminent Over Nominations by Bush to National Hamanities Council") quotes me securately but incompletely on an inportant matter.

Mr. Burd asked for my reaction to

the proposed nominations of Profes-sors Elizabeth Fox-Genovese, Theodore S. Humerow, and Alan C. Kors. I said that I was extremely plea that the White House had seen fit to nominate sach distinguished scholars of national stature to the council and hat I could support each of them in dividually. I went on to say that the American Conneil of Learned Societies' objection to the Carol lannone commution has spring was on the busis of academic accomplishment and standing and that, hy such a test, these were solid choices.

Burd then asked what I thought of the range of political views among the proposed nominees. My re-sponse was as quoted, although I concluded by saying that I did not think it would be appropriate to oblect to the lack of ideological diversity until we knew the names of the entire state of nine nominees. I said. nces have expressed similar views on demic political issues, then there puncl as a whole. The authorizing legislation calls for the council to re resent the diversity of views in the

nutional academic community.

The distinction is important. Fux-Genovese. Hamerow (a former colleague of mine at Wisconain), and Kors are neonle I know and for m I have respect as scholars. They atand adequately upon their ac-

It would be grailfying to think that this was the only reason that the White House has selected them from

American humanities scholars potentially eligible for nonination. STANLEY N. KATZ

President American Council of Learned Societies Sentor Fellow in Public and International Affairs Princeton University

TO THE EDITOR: Your article of February 19 inadvertently misrepresented several of my publicly stated views on matters of essential importance to current ac-

that "political correctness" had transformed my university into "the I have said is that the substitution of "sensitivity training" for behavioral penalties is a form of "thought reform" unworthy of free institutions and unalogous to the inmentable practice of such assaults on private conscience at the University of Beijing. In my frequently stated view. universities ought to have hehavlaral endes with behavioral penalties. codes that neither restrict free speech nor involve the thought-reform of involuntary "sensitivity training" [whether under the auspices of either your friends or mine!.

More seriously, you attribute to become monasteries amidst the baromitted the critical clause that introduced that proposition. In my speech to the Nutlonal Association of Scholurs in 1990, I argued that open-mind-ed, free debate was the requisite of This age and urged achoints not to be-come closed to their colleagues or fatalistle in their assessments of higher education. I then added: "And if your pessinulus voes beyond mine, then simply bear witness or become the monasteries of s new Dark Ages, preserving what is worth preserving while the barbarians ravage the aca-

demic countryside and towns. Please note well that your article in fact ignored my own prescription for

those who agreed with mc. After not ing that some in the NAS though about politicization in terms that ignored substantive issues of disagree ment. I warmed: "The danger of thinking about 'politicization' in such terms, however, is anti-intellectual ism, a dismissal of ideas by virtue of venance, and n refusal to engage and debate what college profeadvocate. Il also divides academic who in fact might well agree on the difference between critically hones and tendentiously dishonest educa-First, you attribute to me the view tion into opposing camps of left and right. If the NAS adds to that polarization, it will fail in its ultimate our

After decrying what I termed "the

unspeakuble double standard the prevails today on matters of intellecwarned against a similar double standard from the rritles of current aca-demic trends; "The burden, I am afraid, is very much on us, for we must not become like those whom we would enticize, and we must recog-nize the terrible danger of intolerance that inheres in any effort to reform an intellectual domain. Mill's warning in On Liberty, that it is rare indeed for any human system to be wholly true and its rival wholly false, should haunt us at every turn. The scholarship of 'race, gender, and class' in-deed has shed much light on neglected areas of human history, expression, and experience; texts indeed are grounded in historical contexts Interests do mystify human thought. Moses and Pareto, for example, who

universal truths, were conservative thinkers, lest we forget." authentic commitment to and respec for intelligent plumlism," insisting that while it was essential for scholars to "hold always to your intellectual standards of rigor, evidence and integrity," it was equally essential "ever to remind yourself about the lerrible dangers of intolerance and ever to look for the heterodox ques-

power justified itself in the name of

Having myself rejected the monas tery snalogy, I concluded as follows: must engage in a vast exercise of enticism and of the provision o Iternative works exemplary of the kind of knowledge and light of understanding that we believe possible. In the final analysis, it is the relationship of theory to data and experience-it is the reality principle-that

Finally. The Chroulcle persists in alntaining my academic rank as "associate professor," while in truth I have been for some time now a full professor of history. Whatever pen aitles I have or have not paid at the University of Pennsylvania for "porank has not been visited upon me

ALAN CHARLES KORS
Professor of History
University of Pennsylvania
Philadelphia



TO THE ROITOR

The Linda Darling-Hammond/

IT IS

another example of many educators' growing panie as a judement day aps. Shooting the messenger may delay the reckoning. For a little while. But the messenger did not cause the problem, and pretending that it did just will not sell. Aside from the vested interest that is so obvious in the anti-objective test position, there are ni lensi two other fundomental flows in the urguments ad-

THE

BAFFLE

FRENCH

SOMEWHERE

The first flaw is the premise that if we use a standardized, objective multiple-chuice-test format, we must sorily exclude all uther testing



methods. Not true, Gn nhead, try tu create vehicles that can measure "higher order" virtues like "creativ-"critical thinking." "expression," or whatever. Lols of luck! But we need not let our fiddling with these things delay assessing nchicvement of the basics. And we must not allow such fiddling to hill us into actually excluding objective assessment of readily recognizable substance. The most telling criticism of American higher education is not that we are failing to produce intellectual sophisticales; it is that we are graduating functional illiter-

There is also an apparent lack of appreciation of the substantial potential and usefulness of the multiplechoice lest format. Of course everything can't be adequately measured this way. But the format is eapable of very sophisticated assessme properly used. The fact that the test taker must ultimately decide on a sin gle, best conclusion does not in Itself preclude a demand on thinking processes of the highest order to arrive at that conclusion.

Well-constructed multiple-choice tests can do an exemplary job of as-sessing not only factual knowledge, but also the understanding of con cepts. The real problem in that it is Ann Lieberman diatribe againal objective; outcomes assessment ("The choice lest. It takes skill. But there ortcomings of Standardized are good examples that show that Tests," Opinioa, January 29) is yet making good objective teats can be

done. Witness; certified-publiccount exams, the ISM-progr aptitode test, or the State Depart ment's Foreign Service screenings

GREG JACKSON

THEMSELVES

It is time for the education come nity to stup stalling and stone walling ubjective assessment, Such self-serving efforts to protect on backsides by trying to keep asses ment exclusively subjective, vague nushy, and hence under our ow jealous control, will only futher crude the educational com nirendy limited credibility. Welcom the process and improve our act. W owe nur clients a product of certific quality. It's a part of our job.

EDWARD A. NELSON
Associate Professor of Finant
to State University-Sun Bernardae
State University-Sun Bernardae

Panel did not censor conscruative views

To THE ENTING In his letter in the January 22 issu

of The Chronicle I've Atmospher Reigns at Scholarly Convention" at the Heritage Foundation, take nut of context my comments delicred ut the November 1991 Amer in Baltimore. He asked why Shelby not included in our panel on the "Color Adjustment: Blacks in Print

I responded that ASA panels col sist of ASA members who attend the annual conferences. Since neit Steele nor Sowell is a member. would never have occurred to me add now that it is equally unlikely that Steele or Sowell would conside

> The large volume of letters to the editor of The Chronicle prompts this suggestion Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

> Send them to: Letters it the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number. .

OPINION

OPINION

FRANCE

one of their professional associa-PATRICIA A. TURNER at Professar of Afro-American Studies and American Studies lversity of Cultivaria at Davis Davis, Cal.

An immoticed challenge for female teachers

For several years now I've been watching a set of figures in the aunual survey "This Year's College Treshmen: Attitudes and Characteristics' (January 22) on which no one ever seems to remark. Although these numbers are very slowly—indeed glacially—declining, 31.9 per cent of men and 20.8 per cent of women still agree that "married women's activi-ties are best confined to home and What does this say about the chul-

lenge of establishing eredibility in the classroom, if a married, female proferror knows that roughly a counter of her students don't think she should

Kaistine Ottesen Gardinan Professor of English Debut University

Foundation gifts and conflicts of interest

TO THE EOTIOR:

According to Liz McMillen's report on the John M. Olin Foundation 1"Olin Fund Gives Millions to Con-servative Activities in Higher Edneution; Critics See Political Agenda,"
January 221, defenders of conservaive foundations argue that their par-lisan activities are no different from those of foundations like Rnekefeller, Guggenheim, Carnegie, Ford, or MacArthur that often fund liberal or ndical scholars and journalists.

I see several erucial differences. vever. First, few major liberal adations, especially those funding the humanities, have had an express partisan ideologicul agenda or direct ies to a party or Presidential minutes tration—as Olin, the American Linterprise Institute, the Honver Institu on, and the Heritage Paundation have had with the Republicans.

For example, a key adviser und beneficiary at Olin is Irving Kristid. long the leading matchmaker he-tween conservative intellectuals and Republican administrations. Kristul romoted Olin's funding for Allan Bloom's pagent to corporate cupitalian, The Closing of the American Mind, which later was rapturously reviewed in The Wall Street Journal (where Kristol is on the hoard of contributant to the street of the contributant to the inbutors) by Kristol's son Williamwho is now Vice-President Dan Quayle's chief of staff. Yet these nbers of the intellectoul Republican guard sanctimomously occuse

ecademic leftists of cronyism, power lest, and tendentionsness! Conservatives argue that corpo-nte support for "their" scholars is suffied to counteract a conspiratorial monopoly of leftists over humanistic miscipliaes, departments, and pofessional associations. The constraints of the constraint servative position disregards the disfaction that although left scholurs night indeed have their blases, they Bundly biases deriving from inde-Pendent study, not captivity to special interests, INo, 1 am not implying that all controls are not implying nd all conservative acholars ore by

den to special interests—only that most special interests sponsoring events that were already history.

by special interests special behaviour are conservative.)
Markover, few liberally inclined fundations make a practice of funda ing scholarship serving to advunce

inviting me to one of the meetings of the special or class interests of their parent corporations or the families who own them as is the case with the Olins, Courses, Scaifes, and other putrons of right-wing think tanks and the National Association of Scholurs. Every "objective, non-partisan" study spunsored by the Media Institine, for example, produces heart-rending accounts of persecution by the mass media of victorus, pow less big businesses such as Mabil Oil and others that fund the institute.

Scholars or journalists who accept funding nuder such circumstances are in effect acting as paid propagandists. Not even most course would make the same allegation alout leftists funded by the major lib eral corporate foundations, Indeed the findings of scholars funded by the Rockefellers, Fords, and Carnegies are often opposed to the latter's cor-porate and family interests, which would seem to be evidence that their charitable activities are truly impartial. But how many projects condemning the corporate wealthy have the conservative foundations spon-

Henchciarles of these foundations who deny that their work is tainted by such sponsorship may be sincere, but if they want to convince mynne not already on their side, they are ethically obliged to dissociate themselves from this kind of patramage and compete in the market of independent scholars, thereby freeing themselves-as the snying hom even the appearance of conflict

DONALD LAZI-RE Professor of English section. State University at San Lucy Disispo San Lucy Uluspo, Cal.

Critic of MIA session defends her remarks

To the Former

Raien J. Winkler's debilled and all inclusive report on the recent MLA convention in San Francisco ("Literany Scholars Mount a Counteroffensive Against a Had Press, Conservative thities," January 15) mentioned me as a dissenting voice and associated me with "emservative critics." 1 wish she had taken the trouble to look up my record. I um not a member of the English department of New York University, but the former chairman of the Department of Com-

parative Literature, now emerita. Par from being conservative, I have been rebellions and avant-garde in my long years of research and writsympathetic historapher of that archjennuclast André Bretan, who catalyzed so much radical thinking. have been a smasher of the canon by constantly including act-familiar telthors from a multicultural spectrum

in my syllahi. My intention in speaking up wus not to protect the "traditional analy-ses of literature," but to put on recand the fact that the MLA, like other large institutions, has many voices. whereas the impression was being created that we are simply a homoge nized chorus championing abvious virtues such as the prevenium of a poonly qualified candidate from appointment tourn august nutional comnittee for the homanities.

(Inc of the largest sessions had prenably been convened to discuss the fatore of the profession. Instead the sameness-mentality prevailed, once more going over the heroic

Unpremeditated, unrehearsed, my words gave vent to cumulative anger because the panel had missed an opportanity for debate, which is the life

ADVISER

ACADEMIC

"I stacted out in English, and then I went into saviology, and then for two scoresters I was into biology, but what I really want is a physics major. Is there any way I can do that and acadeous next somewor?

The researchers stated that only 28

slexic in grate one were diso clas-

silled us dyslexic in gnide three.

They went un to suy that as many as two-thirds of the children given this

lingnosis early will not meet the cri-

mental factors and behaviors, any

hut who had disappointed me and many others of nur profession with level. It is much more than just readtheir unsophisticated demonstration of how politically entreet they were as they read their repetitive of bonts with invernment and the

ANNA BALAKIAN Prufessor Emerita

New study ou dyslexia: anestionable conclusions

To rm Poince:

VS Hixson

In Research Notes, January 22, you featured un item by David L. Wheeler, "Chiliten with dyslexhi nmy not large a distinct neurolnelent ilisorder us is contounly thought, r thingmosts curry will not meet the cri-teria in two years. Of course not, giv-en their definition of dyslexiu. Be-cutse of multirational and developsearchers say," In the reported study, published in The New Eug-hard Journal of Medicher, Sully E. Slurywitz (and others) defined dysattempt at diagnosing dyslexia befure age eight is fraught with the possibililexis as a discrepancy score representing the difference between actual reading achievement and achievement predicted on the basis of mens-Any experienced carly-childhood teacher knows that some children ares of intelligence. They examined the progress of ecrtain students learn in read mure quickly than uthers, bill that the inter may surpass from unides one to five-and came up with certain questiunable concluthe former as time upes on. Such

Their whole research effort is haved on un ill-conceived definition. While one may predict 'reading re- that are similar in appearance or The Journal of Social Philosophy.

source of intellectual dialogue. As tandution" (mild or severe) on this sound and are likely to have difficuln ling-standling member of the MLA. hasis, dyslexin control by defined (ur 1 reprimanded colleagues 1 value diagnosed) to this manner. Dyslexia eneed teachers also know that as is not simply reading below one's to young children mature and develop and move up through the grades, such behaviors lend to disappear as a ing retardation; it is a language com-munication disability reflecting probresult of natural maturation-which lems with words-in rending, spellis abviously what happened to the ing, writing, speaking, and listening. students in Shavwitz's study. Thuse Thus, a reading achievement test and on to test alone connot determine the buil dyslexhi" by third grade never land to the fiest place. lexia. The researchers' definition is much too broad and general, and children in the study could have problems for a whole variety of rea-

When alvslexic symptoms nersist hand developmental conditions mature, then immediate steps should be taken toward positive identification with remediation provided if the child is found to have dyslexis. My ner cent of the children classified as cuncern is that as a result of readin about Shaywitz's study, parents uneducators may full into the "he'll gruw unt of it" top, and the child who is truly dyslexic will not receive the necessary understanding und services to alleviate the dyslexia

ANNE MARSHALL HITSTIN Professor of Education and Human Development Director of Reading Programs

Correction

In a letter in the editor by Marilyr Friedman, published in the February was inadvertently dropped from the title of a journal. The currect name is

Art Scholars Maintain a Damaging Silence on Restoration

hers know that young students

lend to reverse letters, may be con-

Continued From Page B3

ing museums, and in university-related research centers, but there hus never been a single, open debate in which opposing positions and views have been aired. Think of it: Probably the most significant art event of the generation has produced no real open debate

(LEARLY, it is desirable, if not essential, tu move the discourse concerning restoration beyand polemical exchanges about the merits of une project or another. What appears to be lacking is un uverview of all the issues involved and a set of standards for restoration by which individual projects can be evaluated. If some general propositions can be thoroughly discussed, we might ultimately reach a consensus on appropriate stundords. With this in mind, I have proposed a "Bill of Rights for a Work of Art ' lin lhe winter 1991 issue of Notes in the History

of Art, Page 1061: M All works of art have the inalienable right to live an hunorable life and should not be subject to inappropriate interference.

All works of art have the inalignable right to remain in their original abode rather than heing shipped around the world for display.

Restorations should not be undertaken for nesthetic reasons alone, but only for carefully controlled maintenance, because of the inherent possibilities of damage in any restoration.

Instead of art's being transferred to metropolitan centers for grand exhibitions, it is more desirable for nterested individuals to travel to the works.

If academics and their institutions are to have credibility, they must remain open to free und vigorous debate on issues vital to their field and to our culture Professors and curators have tenure precisely to allow them to take positions that may be contraversial or unpopular. By refusing to do so, the art-history establishment has fuiled to demonstrate itself as a viuble, respunsible discipline in modern society and runs the risk of reducing itself to a merc antiquarian

James Beck is a professor of act history at Cahanhia University.



Enaugh about my oenivre. What about yours?

BULLETIN BOARD: Positions available

UNIVERSITY OF BAHRAIN

delicently of Rebrain metrics applicants for the mondress of an adentit, pools at earliest tools in the following areas of specialization:

a) Department on Asternation A: Chronical Topinseering.

1 Images Pressurement and First United to Note that Preference
1 Images Pressurement and First United to Note that Preference
1 Central of United Plants A: Employment In-Super Movement Produced Produced Control of Produced Produced Produced Control of Produced Produced

2.COLIEGG & BUSINESS ADMINISTRATION
Influence and Management Department
e-industra Pelatoria, Associate Universe Vigoralization Accordingly, this the loadgood of Company of the Conference of

is Office Management Department information Evolution Supplied Computer Date Interpreted in Supplied Computer Confidence and proceedings of the Computer Confidence and proceedings of experience. Lambdates with AREADS, and extension act-coming suitable operation of the Confidence and AREADS, and extension act-coming suitable operation on an action of the Confidence and AREADS.

a pagaman an irraya a Beoretical Condented Matter Physics (Associate Professor) a Suitce Physics thancetabe Professor. Assistant Professor) a Endance in regalampaintalisting, designing, as continuis desires, especially in this a such as FIRE UV - visible - Near LR. North Businescence, A cap Politachion, est

© Company across versions; d Dynamiant of Mathematics & Agestant, Mattelate Protessor, with specs sultration in pure mathematics. Algebra, Arial-via, Dimensial Equations, in Theories of Materia of

4. COLLEGE OF ARTS
stability language Department
8 Aminum Redwork, Lex Lower Their surve of specializations used for an EM, 111, 150*
9 Robustor—In English Alternative
5. ENGENH LANGOLAGE CENTRI

Streams inglob Larguage Centre: Applicants should be indiced at AAA depress of TEFL of LSA, and later two large represents, of all feed door yets probability or healthdis Extrapressive on two longs by P. will be an abstrate but to large the large and the particular of the probability of the control of

nernammen consuments. Applicants for the specialization related ABPA BL backlessed a 1963 foot Acotor sed gives. Asin a recognized university and boses unitylely tracking experiences. Photo presentation L Aggorinest may have to less however lessel sources on any specialization explore the

A section of the black of the the state of the section of the sect

One Bahased Denze - Stig 1 - 80, 17 S. [27] Ed. approximately a year of solver Applications, which MOST am looks as man whom salver - front is the error is:

Importantest, No tenton of A. Is, more pl Personnel Depositioned Dimercoly of Malastic P. S., No. (1974) Statu til Rabian

II) Department de Cammany B Analyfical Chemistry—Brahtmucerad (Assessant, Associate Professort B Indirect (in NUCLEAR MAGNICTIC RESENVATA") (

1. COLLECT OF ENGINEERING 1) Department of Mechanical & Chrenical Engineering

OF BUSINESS ADMINISTRATION

- · Houston exchange

Bulletin Board

- Remaix

How to use this service

Readers of The Chronicle are invited to use these columns to find camildates für bona fide openings on their camposes, to seek new positions, and for other appropriate purposes.

Classified advertising rates

Display: \$62 per column inch (boxed ads) Regular: \$1.25 cents per word (agate type) Box number service: \$15 additional charge

No discount for multiple insertions

How to place ads

Please specify preferred publication date(s), furmat, and billing information.

Phone: (202) 466-1050, Monday, 9 a.m. to 2 p.m., Eastern time, Tuesday through Friday, 9 a.m. to 5 p.m., Eastern time.

Telex: 89-2505, 24 hours a day, 7 days a week.

Cable: GHRON WASHDC, 24 hours a day, 7 days a

*Telecopier (FAX): (202) 296-2691, 24 hours a day, 7 days a week.

First class mail: Bulletin Board, The Chronicle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

Special delivery or express mail: Bulletin Board, The Chronicle of Higher Education, Suite 785, 1255 Twenty-Third Street, N.W., Washington, DC 20037. For information or to confirm receipt: (202) 466-1055, Momlay through Friday, !l a.m. to 5 p.m., Eastern time; FAX confirmations:

Advertising submitted by individuals who have not previously established credit with The Chronicle must be prepaid. Individuals or institutions which have established credit will be billed at the time of publication, Payment should be sent to: Accounts Receivable, The Chronicle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

To reply to box numbers

Address envelope to Box _____, The Chronicle of Higher Education, Snite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

Deadlines

Copy and artwork must be received by the dates helow. No cancellations or changes can be accepted after the closing hour (Eastern time). No space reservations accepted.

Closing Date

Issue	Date	

March 18	Monday, March 9, 2:00 p.m.
March 25	Monday, March 16, 2:00 p.m.
April I	Momlay, March 23, 2:00 p.m.
April 8	Monday, March 30, 2:00 p.m.
April 15	Monilay, April 6, 2:00 p.nr.
April 92	Monday, April 13, 2:00 p.m.
April 20	Momlay, April 20, 2:00 p.m.
May 6	Monday, April 27, 2:00 p.m.

SERVICES

LONDON, ENGLAND Group Student Accommodation

Accommodation in Cantral London: All charges are quoted in LIS dollars evaluate the groups of up to the regentless of subsequent continger contact excellent formitteers, and our subsequent continger contact and the contract of the subsequent contact subsequent and buses. All cooms are cities to leading American Libreral-coupped with either and contacting facilities. See for the past 20 year. Classoom space to smallests and for: turther information please them is a resident housekeeper.

POSITIONS

The Lodge Group, 136 Lexham Gardens, Ketsington, London, W8 8JE Phona: (4471) 370 1150 Telex: (+51) 922921 Telecopier: (4471) 373 668

SERVICES

Pro-Write etsumie, curricula vitae, cover jettere: [-800-321-]399-Sprine Break Sav-

POSITIONS

AVAILABLE RENTALS

Psychology, Ph.D. In clinical psychology: increased in university-expline rotunelline increased in university-expline rotunelline AIDS reasember; strong medical basic-arouse. Administrative Supervision of Interest to Florida; Washington, I.C., Marvinet; and New Haugan, Charles Genard, 620 Sociated Street, Dep-edit, Florida 5406, (81) 373-5287.

POSITIONS AVAILABLE

To Positions Available in Display Ads

Acudemic phisang 20, 54 Academic phales 14, 19, 50, 52, 55, 57-61 simunt version 51, 53, 26, Accounting 9, 10, 12, 13, 16, 19 51, 36, 48, 42 Administration of the control of Accounting, S. H., L. J., Iv, 19-25.

Accounting, S. H., L. J. J., Iv, 19-25.

Administrative very terview, N. S. S. S.

Administrative very terview, N. S.

Bibliografication very terview very terview, N. S.

Bibliografication very terview, N. S.

Bibliog

Developmental studies/education 13, 29, 21 29, 23 Early childhead/elementary education III, II, 3-18, 21-23 Evenumber II, 14, 18, 21, 23, 24 Education II, 14, 18, 21, 23, 24 Education II, 13, 17-19, 21, 26, 12, 40, 48, 33, 57

Geographic Index to Positions Available Multicology 3, 17 (1972) 2, 17 (1972) 2, 17 (1972) 3, 17

Ternac sace 9, 11, 13, 14, 17-17, 21, 28, 30, 30, 34, 35, 34, 47, 50, 38, 61, 63, 44, 44 62, 64, 67 Tesas 15, 18, 20, 22, 23, 25,30,31-41. 46, 47, 47-51, 54-37, 60-64

INDEX

Chante submotivitation pt
Health ether, selien 13, 22, 46
Health ether, selien 13, 22, 46
Health ether, selien 13, 22, 46
Health ether, selien 13, 12, 46
Health ether, selien and seliente 17, 18, 47
Health ether, seliente and seliente 13, 26, 46
Health ether, seliente 13, 26, 46
Health ether, seliente 13, 26
Health ether, seliente 14, 26
Health ether, seliente 24
Health ether, seli

No. 364, 45 Institutional in institutional i

Marine scenes 12, 17 Marine scenes 12, 17 Marketone 10, 12, 16, 2r Mathematics 9, 10, 12-14, 16-26. Medicine, health sciences II, 14, 18, 17, 19, 27, 71, 46, 52, 35

stand after year was a second to the second

Sound attempts 13, on, artistics, sound attempts 13. In, 21, 8 Sound attempts 14. 21, 22 Sounds of the state of the state

percitirbetoric 37. az pang se aragament 10 notest all alasberreleviscinsin til. 36, 28, 29, 32, 33, 36, 39, 42, 44, 45, 46, 44, 55, 54, 56, 36, 48 Ktudent union 29 Supresintendents, principuls 31, 63 "militari graviterioni 37

not Conditions

2. Appointer may more so many subset area.
3. He connect will be for two gener, in now, the the United States of the United States of

buttight with Leady and members of a marker time. The restinations a cour-ried time. The restinations a cour-led time to the course of the course of the course of the lead time of the course of the course of the lead time of the course of the course of the course of the land time of the course of the course of the course of the land time of the course of the course of the course of the land time of the course of the course of the course of the land time of the course of the course of the course of the department of Accordance, Month Interview, Tailed, Ohio 4000. Attending the course of the second properties of the course of the course of the course of the second properties of the course of the course of the course of the second properties of the course of the course of the course of the second properties of the course of the course of the course of the second properties of the course of the course of the course of the second properties of the course of the course of the course of the second properties of the course of the course of the course of the second properties of the course of the c

saime, equal-processing resolution.

Accrossing prices to A deviced Professor a variant Neutron of Professor and P

NATIONAL UNIVERSITY OF SINGAPORE

Full Professorship In **Chemical Engineering**

The National University of Singapore is pleased to invite applications to the post of luft Professorahip in the Department of Chemical Engineering, The appointee will be an outstanding scholar who will provide leader-ship in the leaching and research programmes of the Cepteriment.

emp in the renump and theaten programmes or ne uepairmen. The Depairment of Chemical Engineering is the only department in Singa-th Department of Chemical Engineering State of State

for gualified students.

The present students remoment is about 280 lock-dring 30 progregating resultants. The Department has an academic studierrengt of 28 including 5 Recearch Schellings and 11 Professional Officer.

Recearch Interests currently being pursued by each interested may be removed, because the product of t

consecution and control to the contr

Emoluments

Headists, a Competitive salary package, leave and medical benefits will also be provided Depending on the type of contact olivered, note benefits way include; provided fived benefits on an end-of-contact grately, a setting all advances at 551 0.00 or 552 0.00 s. solivered for the providence of the contact grately, a setting all advances at 551 0.00 or 552 0.00 s. solivered grately as setting as several contact of the contact grately and the contact grately as the contact grately gr

The Director
Personnell Department
Mallonal Inferency of Slegapore
Singapore 051 Leaves of State of St

The University of the South Pacific

LECTURER I IN SOCIOLOGY-POST 91/102

Combinators are experient to possess undergraduate and postgraduate interprets in Science and Company and Execution and Execution and Execution Company and Meditodis Sociological Inscorpt and Meditodis Sociological for Inscorpt and Meditodis Sociological for Inscorpt and Meditodis Sociological for Inscorpt and Onstance; Indicate Inscorpt and Public Policy, and Revunite Managament.

cy, and iteraturic Monogament.

Arkiteminty, the accessful canditates about have teaching and research
respective in a developing controp, and have published in little areas or
spective. In a developing controp, and have published in little areas or
special control of the access of

Salary will be in accordance with qualifications and experience in the salary range: Lecture: 1: F\$20852-29629.

iange, ¿crurei i. racuos-c/spach.
The University dasp provides gratuly amounting to 15% of basic salary appointment allowance, partly furnished accommodation at a rental of 12% of salary, and a contribution of 10% of basic salary lowants an approved superannushon scheme. Appointment will be for a commet period of direct years and may be renewable by minutal agreement.

Further information may be obtained from the Assistant Registrer (Staffing), (Telephone 313900, Telex FJ2276; Fax (679) 303437).

ingl. (releptions 3 13900. Heek 1/210: Nat (079) 303-35/1.

Candidates National send HRRIC COMEs of their controllation vidue with full personal particulars, names and addresses, including lax contexts of three relevees and detel of availability, in order to expedite the appointment procedures, applicants are advised to sak total inferest to send confidential reports outered to the laboratory without waters to be confidential reports outered to the laboratory without waters to be confidential.

wineris). Affilms of Action or role of the desirable of t

Bulletin Board (202) 466-1050



FACULTY OF THE SCIENCES

Dean The University of New England-Armidale, Australia is the largest component of the network University of New England. Stuated in the picturesque Morthern Tablelands of New South Wales, Australia, it has four Tablelands of New South Wales, Australia, it has four Tablelands of New South Wales, Australia, it has four Tablelands of New South Wales, Australia, it has four tableliance of the Color of Administrative, leadership and management responsibilities. Together with the Principal and the Director of Administration they four the executive team Professor Ian Follower to the position of Deputy Vice-Chancellor (Academic) at the University of Adelside UNIE-Armidale is seeking a distinguished scientist for the position of Dean of the Faculty of the Sciences. The Faculty comprises departments within the Schools

UNE. Armidale is seeking a distinguished scientist for the position of Dean of the Faculty of the Sciences. The Faculty compress departments within the Schools of Science, Rural Science, Natural Resources and developments underway in rural industry-based developments underway in rural industry-based research, and in environmental, electronic and communications engineering. It has over 300 slaff and 400 students with a total teaching and research budget in oxcess of \$22 million. The Faculty operates a number of \$100 slaff and \$100 sludents with a total teaching and research budget in oxcess of \$22 million. The Faculty operates a number of \$100 slaff and \$100 sludents are invited from scholars in any field of science. Candidates must be fingle academic standing, with a distinguished record in research and teaching. They must be able to expecte effective leadership within the Faculty and be able to represent the Faculty within the Faculty and be able to represent the Faculty within the Faculty and be able to represent the Faculty within the Faculty and be able to represent the Faculty within the Faculty and be able to represent the Faculty within the Faculty and be able to represent the Faculty within the Faculty and be able to represent the Faculty within the Faculty and be able to represent the Faculty within the Faculty and the standard of the wide of the faculty within the Faculty within the Faculty within the Faculty and the faculty within the Facult

interpersonal reastionship skills.

Appointment as Dean also carries the rank of Professor and is for a fixed but renewable term of 5 years. The appointee will be expected to maintain an active research interest in their discipline.

research interest in their discipline.
The salary is that of Professor A\$73,800 (Level E Academic), rising to A\$77,800 p.a. on 237/92 plus an apprapriate allowance (currently under review). It is possible to package the allowance.
Further information can be obtained from the Principal Professor Clifford J. Hawkins 61 65 77.2144.
Cladine Date: 8th Avail 1807.

Protessor Cilitora J. Hawkins 6 fo 77 a 214s.
Closing Date: 8th April, 1992.
Applications should be addressed to the Director,
Personnel Services, University of New Englandfersor of the Services of the Cilitory
of 1873 2678, and should include the sames, addressed
and leighnounfactsmills numbers of three referees.
The right to fill life position by invitation, or to make
no appointment is reserved.

Armidale

puedly 20,000. Fire military haves at \$1 in action of the chartery with a subscript, the directive often undergraduate and the chartery at the subscript of the chartery at the subscript of the chartery, by the subscript of the chartery at the chartery at

Onlycrasts, 13550 Comway Road, St. Lou In, Missorial 63141. A A/EOE.





香港

AMERICAN UNIVERSITY IN BULGARIA

Applications are now being accepted from faculty interested in searching district and the searching district and the searching district and the searching district and the searching district and searching di

several columner. An instruction will be in English.

QUALIFICATIONS Both earned doctorate and evidence of ongoing scholarly activity expected in major field of specialization. Also expected three years' iscarbing experience evidence of ability to assist in student learning and to work interactively with students; and evidence of ability to assist owns thieractively with colleagues.

work uncreasively win conseques.

Appointments are for one or two years, beginning September, 1992.

Salery and rank are negotiable and based on experience. All positions are contingent on final funding approved.

OPENINGS FOR THE POLLOWING

Administration—teach introductory courses in eccounting and in ad-ministration, covering business, public, and non-profit administration; help design a major in administrative adences. (1 position)

Computer Science—teach introductory and intermediate courses in computer science, help design a major in computer science may also assist in administrating computer wide computer services. (2-5 positions) Applied Economics—teach introductory and intermediate courses in cluding international tracie; help design e major in applied economics. (1-3 notificions)

Regista—teach composition, literature, and public speaking. Preference given to individuals with specialization in American literature, the novel, Shakespeare, literatury theory, and women's literature. Also help design English major, 12-5 positions)

Modern Languages—teach French and Gennan language courses at oil undergraducte levels, intermediate through advanced. (I position) History—teach introductory modern world history courses and help design a major in history expertise in Balkan history desired, (1-2 pos-tions)

Mathomatics—teach calculus and linear eigebra, as well as a required core course in probability and statistics. (1-2 positions)

core course in probability and statistics, it? positions of pri-Philosophy of deleance—tend historideoly course in melliods of pit-losophy of science has focuses on epistemology and mayby. Should be able to combinate to development of curricule that representatives the subject of the combination of curricule that representatives the Positives of the combination of the combination of the combination of Positives and intermediational healthcost—steel introductory politics include and intermediation of the politics have not intermediate the politics held and the combination of the combination of the politics have been also the combination of the combination of the politics have been also been also as the combination of the politics have been also the combination of the combination of the politics have been also been also as the combination of and the probability of the combination of and the politics of the combination of and the politics of the combination of and the politics of and the politics of and the politics of the combination of and the politics of the combination of the combinatio

monts. (1-2 positions)
Journalisms and Hasa Commanication—teach introductory owner
by mass communication nort work with external consultants to develop
millor. Academic hastigment in most address estated as is proved
mylor. Academic hastigment in most address estated as is proved
as provided as the provided of the provided as in provided
provided as the provided of the provided as the provided as a provided
provided as the provided as the provided as and market
addresses, and other provided as a provi

ADMINISTRATIVE AND FACULTY

POSITIONS Miyazaki Prefecture, Japan

ATMA ALEMAN A VENUCULIU C, JAIDBHI A NOW JARRADO Collega in Miyasud Preference seeds frouding Administrators for Library, Bassless Office, Registrar, Studert Affelts, Suely superiorized as well as fluent in Papels collegions, Applicates about the superiorized as well as fluent in Papels and Student in Papels and Papel

hed. Founded in 1947, Mhyszaki Educadosal Instillation IMEJ is establishing a Founded in 1947, Mhyszaki Educadosal Instillation IMEJ is establishing a Claremond of the Communication of the Communi

required for the English-speaking faculty.

All appointments are for mixtual period of two years and are recewable.

Adeministrative appointments are forward 1994. Some faculty speaking 1995 when 1995 with a 19

April 1997 - South Caryline | Interested Cardinates are solved to advantage of the Eventuary of the Eventuar

Academic Positions - Saudi Arabia

A Prestigious Engineering Technology-oriented College invites epplications from qualified candidates for the following positions:

A salabant Professors Electronice Engineering, Computer Engineering, Manufacturing Buylineering, Systems Engineering (Instrumentalism), Mechanical Engineering, Systems Engineering, Ghairumania-India, Mechanical Engineering, Shemical Stephenering, Ph.D. dages in den specified dictipation with at least 4 years' inserbing experience (predientity with practical work uxperience rolated in industrial specificalism).

Teachers BFL [English as a Poreign Lenguage]
 A Nestor's degree in BFL/ESL/Linguistics with at least 4-0 years' insching appreience previous teaching experience in like Middle East will be highly destined.

3. Manager, Curriculum Davelonmant 3. Manager, Lurricultan uevan punant A Ph.D. degrae or a Masinr's dagrae in e raisied discipline with 4-0 years' comprahensive experiences in Curricultum Design & Development for Englatering Technology specializations and scademic studies pro-

6. Curriculum Specialist A Master's degree with at least 4-0 years' practical experience in designing and developing at complex curriculum related to Engineering Technology specializations and academic studies.

5. Senior Plenning Specialist

SENEPTIS:

SENEPTIS:

Family or siglo status, compositive tax-free selary, free lumished ecommodation, tree medical, paid annual helidays with return air fers, and local transportation allowance.

Sond urgenily your expanded C.V., copies of qualifications and indicate your present selary, your evaliability and telephone numbers.

your present seary, your evaluating en Reply to: Marseing Director P. O. Box 30439 Medicat Yanbu Al-Sinalyab Kingdom of Saudi Arabia Tel. No. (4) 304-0111 Fax (4) 382-0213

BEIRUT UNIVERSITY COLLEGE

Faculty Positions Available in Beirut and Bybios, Lebanon

Beint University College, located in Lebanon with campuses in Beint, Byblos and Sidon, is interested in receiving vitae of persons who will have completed the terminal degree in their specializations (in most areas, the dictorate) by the date for which the appointment is sough.

as out or which the appointment is sought.

Brint University Codings is mainly an undergraduate college with graduate programs in business studies and computer science. It is chartered by the Board of Regents of the University of the State oil New York and has a total send of the University of the State oil New York and has a total enrollment of about 3.500 students. BLUC is an exploratingly employer, nowwer, since United States citizens ex, all present, not allowed to travel to or reside in Lebanon, applications from U.S. citizens Carnot be considered united.

Openings are available in the following fields:

Computer Science Business Studies (Accounting, Management, Markeling) Piccounting, Management, Management of Counting Management

Moternang, Interior Design, Computer I History Library Science Sociology and Anthropology Psychology Physicsl Education and Sports Management Architecture

Vitae may be sent to:

Academic Deans Behrut University College 475 Riverside Drive, Room 1846 New York, New York 18115-0065

Interviews will be conducted between April 15 and April 30, 1992 In New York City or in Washington, DC or at a time arranged by job candidate and the dean.

Similar Land Admid Septime. The strain of th

rate with qualifications. The selection process begins Merch 15, 1997, and will continue and the position is filled. Listing of interest part geometric part of personal part geometric part of committee. School of Architecture. 20. Committee. School of Architecture. 20. Alebum 2664 and 10. Alebum 2664 and

And Referent and pro-fit to Valence and Control of the Control of

THE UNIVERSITY OF QUEENSLAND

Equal opportunity in employment is University police

in Mineral Processing

Department of Mining and

Metallurgical Engineering

The Department of Mining and Metallurgical Equipment data undergodulate and postgraduate courses in mining, minors process and manefecturing and materials endough the process and manefecturing and materials endough the Materian and Control of the Materian and Control of the Materian and Control of the Materian an

share of edministrative responsibility.

anta should hold s PhD in a relevant field or Applicants should hold a PhD in a relevant tions of alvalost qualifications. Demonstrated research performance alvalost qualifications. Demonstrated research performance is easily actions. Industry periose of will also be welcomed.

ernasco will ston be wiscomed.
A relocation allowasco is payable to an appoints from aids Brishass.
Salaries commencing without the ranger \$39,463-\$47,150 Lecturer on a scala rating to \$48,688-\$56,375 Senior Lecturer on a scale rating to \$57,913 p.a.

Ph: +61 7 365-3919 Fax: +61 7 365-3888

Please forward applications and resumé to the Director, assonal Services, The University of Queensland, Qld 4072,

Professor AJ, Lynch
Department of Mining and Metalharital
Eogineering
The University of Queensland
Qld 4072 Australia

curtin 😭

University of Technology Purils Western &

Superannuation benefits apply-

Closing date: 22 March 1992

Reference no.1 09692

Tenurable Senior Lecturer

The Cartin Consputing Centre provides computing services to support the stacking, extendistrative and research functions of Cartin University. Emphasis of the University information Technology Plant for 1904 day set development, and of if of all sets within the University and development of the use of information selectrogets is facilities and featuring.

entimiente inscripțique în abstrarg ano literium; A vecanțe piate în a earlor lucture în hand în Educational Computing Services, în acetici nepossible în tuere averices. The appointee will be inscribed oi în amaquement teven oi în Computing Compu

A relevent higher degree and considerable experience, including tertiery leaching is preferred.

The position is terumble, however the University is interested in receiving applications from persons preferring a Limited Term Appointment.

Further information including setting a Latentian can be obtained from the Director, John Whombs (199) 351 7451. Applications including the names, addresses and leightonester numbers of three networks should be addressed to the Director, Computing Denies by 31 March 1992.

Applications to daria reference number. Salary ranges: Desire Lecture 940,860: 557,951 (Aud) per avven. Tenerable Appointments provide permanent acceptable latera ship ages permanent acceptable latera ship ages Appointments are smallest letter for set to they specify, planted 5 stether four permanent plant. Contributions for instrumentary appointments for 5 stether four permanent plant. Contributions for instrumentary in the lockets asterne and returned assessment. Curist moreover the right to typical by lockets.

QUITTIN IS AN EQUAL OPPORTURITY SUPLICITIES AND PROVIDES A NO-EM-WORK EMAPONALIST

Educating Computing (Ref 1809) COMPUTING CENTRE

(Tenurable)

Lecturer/Senior Lecturer

大 學

THE UNIVERSITY OF HONG KONG

Department of Anatomy

ns are invited for the following posts:

paracie rrors September 1, 1982—Ral. B/r92-71)
Applicants should have a higher degree in a refuvant accentitio subject or senteduc accessit degree. The revisible subject or senteduc accessit degree. The revisible supported by the supported to be exponented stackers who cas provide sendembe leadarship in the tacking of one most of the seconded specialities. They should done have a strong constituent to research with evidence of original schievement and studies in their choses that.

(leasble from September 1, 1992—Ref. 81/92-79)
Applicants should have a higher degree in a releast eleastific subject with past-deciral research experience or a medical or district degree and circles sypriance.

and datical syperiance.

Appointees to both posts will be expected to sunderlaks garanel section dates for pre-clinical solutants of medicias and damiliarly is one or may of the sententical specialities and to contribute 1 to the dependent of the section of the

as Lectury at the misterson point of the scale. Amoust saister, Superstranships are on the acetals: Reader Report of the scale scale

SCHOOL OF SOCIAL SCIENCES LECTURER IN SOCIOLOGY

(Truncable) A\$39 463 - A\$40 680pm (Level B. lendemic) Ref 92011 C. Available irruned aftery in the Societings Discipling which has a strong communion to the

integration of themy and research methods for contribute to undergraduate and postgraduate teaching and research superi issun

I'vential vriteria malnile (2013 mass others or equivalent, ability and willingness to teach un one of the core areas of theory or research methods or introductory riching, as well as is a substantine specialty, and an active rofile. Research and teaching interest manager more of the following ilea able, absorpind so, acty, episletinology, the viroi ioniuest social organisations. Sociology of enhance ilevelopment tamily; use of advanced months of the control of the cont

qualitative and/or quantitativy methods in own test aich. Other areas considered Further information from Associate Protessor C Williams, telephore 1618 (201-2628-17) 1618 (201-2566 Appointment will not normally be made above \$45.613 px.

Applications, addressing the solution criteria must be the reference number, and giving full details of qualifications and experience and the name, address and facilities and experience and the name, address and facilities and experience and the name, address conflictuated enquiries may be made, should be lodged, in duplicate, with the Manager, Human Resource, The Flinders University of Smith Australia, GPD Bru 2100, Adelaide SA 5001, Australia by 27 March 1992.

The University reserves the right and in make as appaintment, or to appoint he invitation. appuintment, or to appear sy Equal Opportustly is Usinersity Pulicy.

FLINDERS UNIVERSITY ADELAIDE · AUSTRALIA

indiana naferare et Art. Fall-dene posteti control destruitation compression in un unevant destruitation compression in un unevant destruitation compression in une transmission de la compression de la compression de la compression in territoria et destruitation de la compression del compression de la compression de l

The Control of Theorem And Property of The Control of Theorem And Property of

University of Maryland College Park

Department of Curriculum and Instruction

> Faculty Positions August, 1992

Two tenun-track faculty posi-tions at the Assistant Professor level in sterne, social studies, and teacher education or nom-biastion at these areas. Teach undergraduate and graduate tracking advantages of the fact of the studies of the studies fact of vidoration. Teaching as-perience required in early child-hood swilings or in elementary are middle school. Mineritle am attempty antouraged to ap-ply.

ply. For more information, call (301) 403-3334. Submit letter of application, curriculum vitae, evidence of acholarly activity, and three letters of rateriors for Curriculum and Instruction Search Committee, 2311 Benjamin Studiolog, University of Mary-land, College Park, MD 20742. Screening of applications will begin March 125, 1992.

The University of Maryland Equal Opportunity, Affirmative Action Employer.

ROSS UNIVERSITY Academic Posts

lasten nominations for faculty repointments to the following departments in its School of

Boutiful tropical location in Truc Caribbean. Excullent tox

Sand CV un

Dr. Robert Rose Search Cummittee Rose University 48U West 34th Street New York, New York 10001

of het bilde, men i verdreck, i konnendig er offente in der die gebeite extensive, inter extende verdreck gebeite er der die d

cans without differentiation.

All follows: The pollows: Dark revisions greatly with the pollows: The pollows The Article Landson Maries Cirles, Charles Article Landson Maries Cirles, Charles Char

Art Inducation: Enterenting of Wisconsished and the Company of the

The most extensive listing anywhere of jobs available

every week in The Chronicle.

UNIVERSITY OF WESTERN SYDNEY Macarthur

FOUNDATION PROFESSOR OF MANAGEMENT

The Fsculty of Business & Technology operates from the Campbelltown campus oi UWS, Macertikur in the South Western Metropolitun area of Sydney. The Fsculty offers Doctorst, Masters and Bachelor degrees, Associate Diploma courses and several fice-paying short courses in Business, Science and Technology Menagement. In 1992 the Fsculty will have over 2,000 students emolited in its course.

Apericular emphasis in the Featily is on the integration of the science and business disciplines in new product development and subsequent export oriented business activities. In this and the Featily has recently established the Centre for innovation and finternational Tinde es a focus for its research and counsuiting activities.

The Faculty is seeking applications from candidates with e strong record in teaching and research to fill a newly-created tenurable Chair in Management. The successful applicant will be expected to head a new Department of Monagement within the Faculty.

The appointee will be provided with significant operations to work actually. The appointee will be provided with significant opportunities to undertake research and is expected to be closely involved in the provision of research leadesthip within the management discipline. In addition, the sponiture will be expected to psrticipate in the revelopment and administration of teaching, research and professional development

The Faculty is beginning the development of an undergraduate degree in management with a sub-mejor in marketing, and the appointee will be expected to play a feading role in fills development and in our newly established MBA filternational Business) programme.

development and in our newly established M8A International Business) programme. The professor will be expected to provide landership in research, teaching, and in professional development activities in the academic discipline of management within the Faculty and considerable of the professional development activities in the academic discipline of management within the Faculty and of links with other business and management staff across the three network members of the University of Western Sydney, Astrong background of practical experience in management in highly desirable and a distinguished scademic record in reservic, course development and teaching is essential. Limited consulting work may be undertaken in secondance with the stabilished policy of the University.

Enquiries should be addressed to the Dean, Professor Brian Andrew on (61 46) 203 242. Information should UWS, Mecsribur and the position within the Faculty is available from Mrs Sandra Walkins on the same number.

SALARY: A\$73,800 p.a. rising to A\$77,900 as from 23 July 1992. Salary supplementation may be available for a suitably qualified and experienced applicant.

Applications quoting the Ref. No. including qualifications and experience in the form of a detailed curriculum vilae, logether with the names addresses and telephone numbers of three G) confidential referees to be forwarded to the Personnel Officer (Recruitment, PO Box 335, Campbelliown, NSW 2560 Australis by 31st March, 1992.

An Equal Opportunity Employer

"The University of Western Sydney is a Federation of UWS Hawkesbury, UWS Macarthur and UWS Nepsan"

The University of Manitoba (ÚM Faculty of Management

PRODUCTION / OPERATIONS MANAGEMENT

The Facelly of Manageners is soliciting applications for a tenure-track position in ProductionOperations Management. Dat position is variable as the Assistant, Associate, or Pail Protector tank, deopoining more the track assistant and associated production of the Assistant of Protector Control of the Assistant of the Assistant

budgetery approval.

The Faculty presently offers Undergraduate and M. S. A. courses in the POM area. Adhough the successful applicant will thirty have quantifiative religion. In production policy and religion to the production policy and production policy and production policy and religion to the Paculty and production policy and ment's rithe POM sizes while malataining a programme facus that is consistent with the role of a management school.

In addition to the present opening, there are two full-line faculty presently teaching in the PGM area. The Faculty of Management consists of 60 full-time faculty members and last n combined undergraduate and graduate en

the University of in Sciencial to logge in the Fai of 1952.

The University of Manitobe encourages applications from qualified wonso and men, including members of visible minorities, shorigical people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian elizers and permanent esidente.

given to Cansiani nucleus and permanent residents, please forward your resume to: DR. J. CRAY, ASSOCIATE DEAN, FACULTY OF MANAGEMENT, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, CANADA, R3T 2NJ. Applications will be accepted up to MAY 1, 1992.

National of the committee of the committ



LAW ENFORCEMENT

Nothern Michigan University invites applications for en espision/invocative professor forms serving position for the Department of Contend Juliac Applicants should be intending and university of the Contend Juliac Applicants should be intending and university of the Contend Juliac Application of the Intending Intendiguish Intending Intendiguish Intendigu

dependent provides an associates degree and conventional enter confined regions options for tablement program options of tablement of the proper program options of tablement of the proper program options of tablement of the proper program options of tablement of the program option program options of tablement tablement of tablement of tablement of tablement of tablement (a) SO statement beaution in the city of the program option of tablement (b) option options of tablement of tablement of tablement of tablement (b) options of tablement of tablement of tablement of tablement (b) options of tablement of tablement of tablement of tablement (b) options of tablement of tablement of tablement of tablement (b) options of tablement of tablement of tablement of tablement (b) options of tablement of tablement of tablement of tablement (b) options of tablement of tablement of tablement of tablement (b) options of tablement of tablement of tablement of tablement (b) options of tablement of tablement (b) options of tablement of tablement of tablement (b) options of tablement (c) options of tablement of tablement of tablement (c) options of tablement of tablement (c) options of tablement of tablement of tablement (c) options of tablement of tablement of tablement (c) options of tablement of

neer man repti 3u. 1992 to: David Malinich, Ph.D., Department Head Climinol Justice Program 327 Carey Hell Northern Michigan University Merquette, MI 49856

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

DEPARTMENT OF EDUCATION

Denison University

GRANVILLE, OHIO

TWO TEMURETRACK POSITIONS, beginning August 11, 1992; one of Anistant Professor level; one possibly at Astoniase Professor level; one possibly at Astoniase Professor level; as training seminatureave denotes an degerment each, for both positional reducerate registeration of the professor of the

The Department of Education is staffed by two faculty members and produces 10-15 students annually with according yelocation certification in most liberal arts subject erosa and 1-12 certification in art, computer estimation, bestin, modern languages, and physical education.

Denison University is a selective, liberal arts institution with approximately 1,900 students. Denison is proud of its strong programs in Illack Studies and Women's Studies and its pioneering General Education requirement in All-nority Studies/Women's Studies.

Applications, resumes and references should be sent in: Faculty Search Committee, Department of Education, Denism University, Granwille, 1911 43023, by Murch 31, 1992, but applications will be ruviewed must pussion is

Deniton is an Affirmative Assian, Equal Opportunity Employer.
Wanne and minorities encouraged to apply.

WESTERN NEW MEXICO

UNIVERSITY

The University seeks applications for two tenure track faculty in the De-partment of Business and Public Administration at the Assistant/Associate or Full Professor read:

ACCOUNTING—ABO required. Ph.D., DBA. MBA with CPA preferred. Candidate will teach lower and upper level eccounting classes at the un-dergradure level.

MARKETING—ABO required. Ph.O., or OBA in Murketing professed.

Candidate is required to teach at the undergraduate and graduate levals in the MBA program.

MANAGEMENT—ABO required, Ph.O. or OBA preferred, Ocneralist to teach in several areas including behavioral and quantitative courses in menagement, Able to leach at both graduate and undergraduate level.

Beginning deto for ell positions is Pall, 1992. Review of applications begins March 25, 1992 with position open until filled.

Consideration for appointment as Director of College of Business will be given on the basis of qualifications

To apply send letter of application, resume and a list of five references to Business Search Office for Human Resources, Western New Mexico University, P. O. Boe 680, Silver City, NM 88062.

WNMU—AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY
EMPLOYER



1

THE UNIVERSITY OF THE VIRGIN ISLANDS St. Thomas, United States Virgin Islands ANTICIPATED VACANCIES

The Unboursity of the Vingin Islands (UM) is a public, accredited, land grant institution enrolling a culturally dwere student body of 3,000 cm so consistent accredit checked and ethical control in Chestic Amele, this SI. Thomas campus with 175-eres and a private lased; overlooks the Cariobean See. The SI. Cocks campus with 1,000 cells and the student of the properties of the Cariobean See. The SI. Cocks campus with 1,000 cells detected to the first tells detected to the control of the control of the control of the standards of the presenting. The Crofile steam UM is in a period of agrantion in it completes it to interflue of the exact VM is large profition included comprehenting proper prediction. The Crofile seems AV all lased profition included comprehenting proper prediction of dental insurance, edgingly to 1744-CRET, and webers of institution for faculty analyses are that immediate the control of the co

Visiting Instructor or Assistant Professor of English (St. Thomas) Subject Area Literatura, Composition, Linguistics (I semistersabbatical leave replacement)

перим термосетнаnt)
Instructor or Assistant Professor of English (St. Thomas)
Subject Areas. Philosophy, Composition, Linguistics INon tenues
track)

Instructor or Assistant Professor of Reading (St. Thomas) Subject Area: Roading Skills (Non tenure track) Visiting Instructor or Assistant Professor of English (St. Thomes) Subject Area: Composition (2 years study leave replacement) Assistent or Associate Professor of Mathematics (St. Thomas)

INon terure track!

Visiting instructor or Assistant Professor of Mathematics (St. Contal Subtest Anas: Developmental, and First 2 years of Introductory Math. Counted 12 years study leave replacement)

Visiting AssistantifAspociate Professor of Martine Biology, Fst. Thomest Subject Area: General Biology, Aquantic and Terrestrial Plant Biology, Register and Terrestrial Plant Biology, Register and Terrestrial Plant Biology, Aquantic and Terrestrial Plant Biology, Register among the faculty on administration assignments.

Visiting Assistant or Associate Professor of Biology 15t. Thomas)
Subject Area: Genetics, Microbiology and Occasional Immunology
[Replacement for faculty on administrative assignment] Visiting Assistant or Associate Professor of Chamistry (St. Thomas) Subject Area: General, Organic and Physical Chamistry, Quentitath Analysis (1 year sabbatical leave replacement)

Analysis II year sabbatical leave replacemental Witting Amistania or Ausciste Prolessor of Sociology (St. Thomas) Subject Aves: Caribbean Sociology and African Chéliastion (II year subbatical feave replacement) Assidanocifull Professor of Business Administration (St. Thomas) Subject Asset: Smel Business, Personnal, Labor Management, and Marketing (Uton Tanuer Truch)

elor of The William P. MacLean Marine Selance Center Director of the Vinitalian F. Piecckast planning States Center The Marine Science Center is a modern passers having located on Brown's Director of the Center of the States of the States of the Vigin Indian Ecological underwater research. The laboratory has access to the Vigin Indian Ecological Center of the States of the States of the Vigin Indian Adenta Advisory Service and the Water Resources Research Institute. The Director should have the qualification to be appointed at the Inti procleman role. palifications to be appointed at the full professor rank.

Director of Theatre - The Reichhold Center for the Arts

The Reichhold Center is a 1200 seat theater located in a natural velley over-locking the Certibean Sea. The Center is an endowed git of Henry H. Reichhold, Jomes Chief Executive Officer, Reichhold Chemical, Inc., The Center supports programs that preserve and enhance the exists heater-and renermons, normor chall executive utilizer, fetichiold Chemical, line. The Certier supports programs that preserve and enhance the erists hartiage and cultural foundations of the Caribbean and the Americas. The Director will listed a resident repertors the letter or other performing at group and will be responsible for all programs and performances conducted at the Center.

TO APPLY FOR ANY POSITION

Send a letter of application, resums, official senscripts and three letters of recommendation to Dr. Oants F. Paul, Vice President for Academia Affairs. Liverstly of the Vigni Islande, Charlotta Arnella, St. Thomas, Vice President and Company of the Vignia Company

AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER AND EDUCATOR

· 地名印度 新安全的基金交换的 网络克格尔斯森 化异苯胺基甲基氏染液 医异脑内 医克拉克氏病

TEACH BUSINESS IN BEAUTIFULSOUTHERNOREGON

Tenure track AssVAssoc position in finance for fall '92 with some teaching in accounting and/or major management information syss. ulred: Appropriate ABD or Mosters with extensive industry experi-

nred: Appropriate doctorate. Multi-cultural experience/expertise. y competitive. Excellent benefits. Review of applications begins

3/3192. Write/call Dr. Kelth Carney, School of Business, Sculhern Oregon State College, Ashland, OK 97520; [503] 552-6483/4.

Administra / Albeide Alphabheteines Brand (1994). The bearing of Conceptuation of Albeide (1994) and the bearing of Conceptuation of Albeide (1994). The bearing of Conceptuation of Conceptuatio

car a Margar h gringrid design the property of the property of

UNIVERSITY OF CAPE TOWN

Andrew W Mellon Foundation:

Postgraduate Fellowships/Lectureships

The Hawarshy of Cape Lown's affernative ricitan programs indice the riveling of South Alecton black gooductes to apply for a number prestigious historisty of civil his functions be temporary as

Fellowships

The University is senting to encourage suitably qualified gradulish sustainable full-time musters used doctored study or postocited used on fing otherwise is to be placed on the attempt of high tests and care or sevelopment with particular experience being disches

Considers withing to be considered should whent a full constwine, a recentch proposal including the level of which it is placed to which it is place

Lectureships

Lectureship posts are available for the appointment of proming scholars who have the potential and interest in latewing an appearance.

The appointments are intended to enable recently qualified grotatis to develop skirs in teaching and research in order that they may pu-ticipate and contribute to the academic tile of the future South Max The toruse of the tectureship is for 3 years and salary which include all tacking staff Leavilla, with the commensuable with qualifolding and

The Tenure of the feet by estigns for 3 years and solary which include uttractive stall teaching with the covernessuate with qualification and

Approximate the characteristics for the blood Possorch Administration of the province of South Monthless to 76. Contemporal Conference on The Contemporal Conference on South Monthless of South Monthless Classing date for record of applications at March 692

C22/54/163

The University of Arizona College of Nursing

Adult Health Division invites applications for two positions

full-time, is note track, to also yet to disc approximate for enablished complete, in eccounted up of moving (Table extra rise a detailer and extability do de relouing, than it is not by pergann [4]) regind for status rive would be gue March 1, 1921, and poortion will remanquist filled.

Giled. Inflitting troung track from a year faculty position for adult heids revertible, with emphasis in hopeley-sologie plantagina. Bill might Applicates with properties of cereating a Assistant Defeator of a visualization of the countries of the properties of the cereating a feet of the cereating frequency of the countries in recordinated are not beginning to the cereating frequency of the cere

Family/Community Health Division invites applications for Community Health positions

I runte-tack a adente, so it is built person for the country in the relation of the country in the relation and research is, Applicants with personal fields relation and research is Applicants with postpatin of treath it in the relation keep will be country in the late in the product and and of the relation for the relation for

nears March 4, 1922, and promeins will have given and hidden for the University of Artivan in a state-supposed uncertify the unity proximately Meyras states, in Earthcale in 1881. The University graph and the Company of the Company

contributed, and fetal protection to all stroketts, and 65 facility, and 45 facility and 45 facility and 45 facility of Artiforts, College of Marrong, Truston, AZ 88721 Affantance for Equal Employment of apportunity I raphoper

Obstation foretisment token of N behalf and Obstation spans in tensiverel and I behalf and Obstation spans in tensiverel and I behalf and Obstation spans in tensiverel and I behalf and Obstation spans in the Company of the Company

3M McKNIGHT VISITING PROFESSOR

BULLETIN BOARD: Positions available

The College of Science and Engineering at the University of Minnesota Duluth, le eeeking epplicents for the 1992-93 3M McKnigh Distinguished Visiting Professor in Technology Development. Applicants should be able to present a course in weste minimization end Applicant amount of the state of processes, present public lectures, and assist university units with outreech activities in the region, particularly addressing weels reduction at manufacturing sites. The Professorehip: 1) requires weste to yesre of industrial experience, prelerably in weste minimization and management, 2) prelare a Ph.D. In chemical engineering or a related field, 3) requiree a strong beckground in research and devalopment of neto, a required a strong season of the development of applied technology, 4) prefers university level teaching experience; candidates with mentoring end instructional experience in industry will be considered, and 5) requires knowledge and experience in environmental protection, hezerdoue weste management, environmental indialation/regulation, and economics. The eppointment is with the Chemical Engineering faculty for one scademic quarter and ollers a competitive ealary plus compensation for living expenses. The University is located in Duluth on the western tip of beautiful Lake Superior-an aree elso known for ite recreational lakes and forests. Interested applicants must send a resume and names of threa references by May 15, 1992, to:

> The 3M McKnight Professorehip University of Minnesota-Duluth 176 Engineering Building 10 University Drive Duluth, MN 55812

The University of Minnesota is an equal opportunity advoator and employer

BENNETT COLLEGE Greensboro, North Carolina DIVISION OF SOCIAL SCIENCES **FACULTY POSITIONS**

CHAIRPERSON, DEPARTMENT OF SOCIAL WCIRKAGICICILDGY

construction, outstanding for SOCIAL WHEREARTICHLORY. The Department office a half program on Sun things holding to the ILA degree and an accordingle program in Sun all Which hostings to the ILA where the ILA was a sun and the ILA was a sun a

ASSISTANT PROFESSOR OF HISTORY 12 Persistant The Department of Sec. Let & Reduction of Sciences, has two presenters available of History, III Warhi Contexturer and Armen and History, and Let Alexander and African I Belony.

Quilifications the Pa.L. thepre is required for leaf-persions as well as professionaling and online color loads by control or to a fing ASSISTANTIASSOCIATE PROFESSOR, ACCOUNTING & MANAGEMINI ADDITION INSIDELATE REPORTSORY, ACCUMPINES & MANAGEMENT AND THE DESCRIPTION of Benures, and It mouths a veste a randial wide and a surprise and an accounting the site of Accounting and entire types-free Angularist completing IFLL requirements benef August 200 and a surprise a

commitment to teaching will be an advantage STARTING DATE: August 10, 1992. SLARY: Commensurate with qualifications, and expendence APPLICATION: Send a letter of application, vitae, those (3) letters of recom-mendation and college transcripts to.

Dr. Charhate Alston Vice President for As advance Atlans Beanen College 900 Enst Washington Street Greensbrog, NC 27401

CLOSING DATE: March 18, 1992.

A bisorically African-American mystitution, Bennett Cellege is a pressive bright Methodist Church affished, four-year laberal arts involvation for warr-en. It is centrally located in urban Careembrana, North Carribna

from, beautif lapperdumity immunes.

Stakens, beautif along General and the state of the state o Settlines scales benefiting that have some particular to the product of the produ

nn. 34 (2009au. Overline us meded.

nn i Barnatir, fob poulers: Nr. D. denn i Barnatir, fob faste respect. I plabende som i Colon i Colon i Colon i Colon i Colon

nomen and the second i Colon i Colon i Colon i Colon

nomen and the second i Colon Bookstory Management: Director, Text-book Rental Service Fastern filmous Uni-versity appears a featbook cental text-a up alternativa to the paschate of fext-books by its students. Lines for responsible for administration of auxil selection from

Automotive Technology Instructor Ford Specific

Thu successful conditions will be responsible for the hestrartion of students within our local ASSET program. Applicatis near its willing to participate in Food Tachnical Training courses. A 12-month position, compensation of \$281,000.
\$16,1001 minually contensistent will experience under concentration will experience under contensional and the perience of the programment of the perience of the perience of the period o

will experience und clineation. Lymillications treisine Herbu-he's riegion in a related into the pointed). Moster's degree [pro-lement], surcessful completion of pointed, and the pro-lement of the pro-tein of the

Mease acrid résumé la Patricia S. Martin, Personnel Officer, Co-lumbia Giernia Community Co-lege, Hox 11001, Hudson, New Ynik 12534.

EEO/AA Women end minorities are encouraged to apply.



MORRIS BROWN COLLEGE **Faculty Vacancies**

Monis Brown College is a power shuth-related, four-year, coeducammal, idensi arts college, founded in 1881. The College has a emillement of produced processes (2000 insidents and over 400 faceby and studi. The College is a part of the Adiesta University College in College is cared a lew blocks from downtown Adiants Interested pressus are wired in a lay 1975. Posturous metapers before Applications will be reviewed immediate different looking dute of March 181, 1957. Posturous makes to applications will be reviewed immediate after the closing dute of March 181, 1957. Posturous makes and the August. 1975. Applications for consideration must be U.S. stitector of related for employment in his country.

ASSOCIATE PROFESSOR, BUSINESS EDUCATION/INFORMATION PROCESSING
 To reach courses to undergraduate student in Information Processing and perform other assigned duries

Qualifications: Doctorate degree preferred, Matter's degree required with 18 additional genduare temester bours. Must have seathing experience in Word Processing (Doctorare Publishung, Spreadsheers, LOTUS and Data Beard Feering).

Based Enertiest.

2. ASSISTANTASOCIATE PROPESSOR, HOSPITALITY ADMINISTRATION
To teach, shrife and connel all-ti-mes un-legradume enuderen renjenia in Happitality Administration. To steek, shrife and connel all-time on coccases, performs unler assigned duties.

Consideration and the shrife a

INSTRUCTOR, READING
 To reach classes in the aree of developmental and college reading.

To teak (issues in the zure of development al and colleger rendung.

Qualifications; PDO, perferred, Master? Cogage required. Reading Specialist on English with concentration in the control of the cont

communey service, scholarly research, across to falled, etc., Qualifications H.D. in Spanish preferred, Mauer's depre required, native or near-native fluency preferred with emphasis in Lano. American Listenuer; additional expectase in second language acquisition (African, Indian, German, Frent, other). Demonstreted excellence to foreign language teaching on the secondary and/or post-recondary levels.

6, ASSISTANT/ASSOCIATE PROFESSOR, MATHEMATICS
The teach mathematics courses so college attalents.

Quelifications: An esmed Ph.D. in Mathematics or Cognute areas. Experience in susching Mathematics at the college level and proposal writing. Ability to use modern instructional technologies; commitment to outline and

ervite.
7. ASSISTANT/ASSOCIATE PROFESSOR, EDUCATION
To teach tourner in Barly Childhoud, Childhoud Development or Elementary Education Including Mathematics. To teach nurses in Buty Childhoud, Childhoud Development or Elementary Education Inchilding Mathematics, Qualifications P.D.; in Early Childhoud, Childhoud Development or Elementary Education Professions in teaching Mathematics and Consputer Associated Instructions knowledge of coursest reach in Education and under authority of Education 2005; minimum of three (3) year's experience in teaching exceptions students Self-motivated and shillar to work to operatively with other members of facility, institutions and the community. Additing

B. ASSISTANT/ASSOCIATE PROFESSOR, EDUCATION
Tearly classes in specifical areas; develop a program for exceptional Student Education and earlist with proposal

writing. Qualifications: Ph.D. in Interrelated or Specialist Degree with a concurration in Mantal Handicaps, Learning Databilities and interrelated. Comporancy and experience in teaching exceptional students. Minimum of three (M Distribilities and literactical. Compositing and experience in teaching recognition in standard in parabilities and interreduced. Compositing and experience in teaching recognition function. Shirt year's experience in teaching exceptionals and the romanumy.

OCIDIAL DEPARTMENT OF COMMUNICATION

CIDIAL DEPARTMENT OF COMMUNICATION

CIDIAL DEPARTMENT OF COMMUNICATION

CIDIAL DEPARTMENT OF COMMUNICATION

Specific half Theories, and Musician Foreign Lauguages. General Internation cowers in writing, Biersums and reading are consultanced through the Communications Department.

are crusimented in image free Construmentarium Engelment.

(b) Callant, Distributivent Of SOCIAL SCIENCE

This sheptiment is enter pred with the past and partent relationship of man with the predal universe. This sheptiment is enter pred with the past and partent the last domainst propagate of Criminal Jostou. History, Religion, Plantaged Souther, Volkind Spitestee and Societings, The signariment site offerer a manufact African Sealles which is not the provision the one greated latter as well as the provision the one greated latter as well.

me mission meng equatos litti e major.

1. LILLIA, INPARTAMENT OF IMENTI, PETTRICAL DOLLCATION AND RECEBATION

1. LILLIA, INPARTAMENT OF IMENTI, PETTRICAL DOLLCATION AND RECEBATION

1. LILLIA, INPARTAMENT OF IMENTI, PETTRICAL DOLLCATION AND RECEBATION

1. LILLIA DOLLCATION AND RECEIVED AND

Habiterist Center.

Qualifications: The preferred A caralibles must us minimum pomes a Matter's degree in voder to be Qualifications: The preferred A caralibles must us minimum pomes a Matter's degree in voder to be will be used to be desirable to the profession of the profession o

Interested persons, please send lesser of application, résumé and three current lessere of recommeadusion in:

of upplication, résumé and three co Mrs. Lucy S. Penaingson Director, Human Resources Moeris Brown College 643 M. L. King, Jc., Deive, N.W. Arlens, Georgia 30314

CALIFORNIA COLLEGE OF

ARTS & CRAFTS FACULTY POSITION EUROPEAN INTELLECTUAL HISTORY

EUNOTE EATS TITLE LLICE I UNIO TITLE AND ALLO LAND COLOR COLLING TO COLOR OF THE PROPERTY OF T

bere of three professional references to: California College of Arts & Craffs, Human Resources Director, 5212 Broadway, Oakland, CA 94618, Please reference job #HI2. Screening will begin March 23, 1992. CCAC is an Equal Opportunity Employer. and the state of t

ment of Man Communication is negrous-septimentally to the Anatomic Anatomi

EASTERN ILLINOIS UNIVERSITY Charleston, IL 61920

Secondary Education and Foundations. Department Champerson. Beginn 71 1922. Chief academic ediministrative rollers reports discriby in Dean Ac-torial academic ediministrative rollers reports discriby in Dean Ac-torial academic ediministrative rollers. Programment of the Champerson of the Champerso

town, Assistantial Associate Professor of Buspeeu, tenury truck. Ability and expectation is received to the control to receive the received course, commitment in teaching and program excellence, continued professional development and abolaruhip, alternative silvary of assistantials under social and acceptance of the control of the con

97. P. O. Bes 1769, Baton Rouse, Losistian Public, Los Best Public, And Description and Public, and Public tion addressina qualifications, thru inferred reference, names, addresses und retarded reference, names, addresses und retarded reference autobers of rhore additions reducing the state of the state of



DUTCHESS COMMUNITY COLLEGE

Faculty Positions 1992-93

Dutchess Community Crillege, a unit of the State University of New York, is located in thy mid-Hudeon Valley 75 miles north of New York City, Dutchass is committed to the principle of diversity and strongly encourages applications for the following positiums from women, minorities, valerans and the distance of the sollowing positiums from women, minorities, valerans and the

ALLIED HEALTH AND BIOLOGICAL SCIENCES Biology: Instructor, teach general biology, anatomy and physiology and upper level courses.

upper rever curries.

Medical Euboratory Technologies: Instructor and Cheirperson, responsibilities Include supervision of adjunct lecuity, program planning & scheduling.

BEHAVIORAL SCIENCES aral Science: Instructor, generalist to teach introduct religiment, cocial problems and upper level courses. BUSINESS TECHNOLOGIES

Computer Information Systems instructor/laysherm Professor, ierun-track, such cuanes in COBU, Systems Analysis and Design and Microcomputer applications. Administration between generalizations and include Comparametris and professor in the Comparametris and the Comparametris and Comparametris and Comparametris and Comparametris and countries and control in the Comparametris and accounting place. Comparametris and accounting place. ENGLISH AND HUMANITIES

English instinct or, teach finglish composition and other repartmental infer-ing Cardinates in writing fleesty prebared.
Frenchal alies instinct in writing fleesty prebared.
Frenchal alies instinct in writing fleesty prebared.
Frenchal alies instinct in writing fleesty prebared and prepared in the same fleest in th

HISTORY, GOVERNMENT AND ECONOMICS Economics: Instructor, tenure-track, teach fire introductory Macro and Micro Economics courses and prossibly additional courses in Consumer Economics, Environmental Economics and an introductory course dealing with Financial and Security markets.

and Security market.

Government javatudo; leach the introduction course in American Government and American Government and American Government and American Government and Economics. The latter course, lengther into 10 Contemporer Society, is one of the basic learnment oldering, the latter course in American and Unique and Horse part of the Security Institution, forume track, teach the survey course in American and Unique and Horse and possibly a departmental intendiciplentary course.

MATHEMATICS, PHYSICAL AND COMPUTER SCIENCE

Chemistry in Inturority Protection (IV) Common and Calcular Chemistry in Inturority Protection (IV) Chemistry in Inturority Calcular Chemistry in Inturority Calcular Chemistry which includes a story laboratory program.

Malhematics/Computer Science Instructor, leach first and second year course, primarily in mathematics in Inturority Calcular Chemistry Chemistry Calcular Chemistry Calcular Chemistry C

NURSING NURSING

Nursing Instructor, tenure-treat, NEA accredited associate degree program, ability to teach both lecture and clinical instructional components to associate degree students. Must be eligible for NYS licensure. Knowledge of medical/surgical, paranichild, lundamental/gentatrict and computer instruction on telerate.

PERFORMING, VISUAL ARTS AND COMMUNICATIONS Ceramics/Craillas instructor, termerarck, teach ceremics lhand building and wheel), lewelve and other craft and art courses. Wife negated, communications instructor, termer-terck, to basic radio-Ty production and theatre courses. Master's degree and significant experience in theatre and broadcast production.

broadcast production.

All positions require a Master's degree in the appropriets ulsciplinishable and a positions require a Master's degree in the appropriets us not not, but led approximent to positions not specificatily designate products and approximent to positions not specificatily designated to be one one way with the possibility of senered. Safety a commensuse with positions of senered safety and a commensuse with positions of senered safety and a commensuse with positions to be compared to the positions. Dust have commensused used to be compared to the positions of senere safety and continued to the positions of senere safety and s

Ms. Maureen Houghtaling, Personnel Assistant Dutchess Community College 53 Pendell Road, Poughkeepsle, NY 12601-1595

Hahnemann University School of Medicine

seels as Associon Osm for Associan Afficial Reporting to its Dean, this lock/dutal will oversee the needed student recruitment and networks of the second student second student settle, seadenable background, systems orientation, exportance that the seadenable background, systems orientation, exportance of the seadenable background, systems orientation, exportance and the seadenable background, systems orientation, exportance and the seadenable background, systems orientation, exportance and the seadenable background, systems orientation and seadenable seade

Anacolis Professor of Indices.

13 Aften, 1989 - 1986, peakin to beginning the Commission of Special Commissio

mode to Novel, Dans of the Cellege, Landsman 1984 by 1 And 1992.

Lendings Try, insure try is, residence, deperfection for the control of the cellege of t

Christian liberal arts college affiliated with the Evangelical Friends Church-Bestern Region and is se Equal Opportunity Em-ployer, M/F/H/V.

Chairperson

Department of Elementary &

Special Education

College of Education

sillation titles informative and the control of the

Southeast Missouri State University is an equal opportunity/M-F/attrmative action applicate:

CRIMINAL JUSTICE

FACULTY POSITION

Coppin State College tasks to IIII a full-time tream-track position for an open control of the c

Each applicant should submit a letter of interest; a current curriculum vitae; samples of scholarly writing (if available); and three recent letters of reference from individuals in the profession to:

Dr. T. J. Bryan, Dean The Division of Arts and Sciences Coppin State College Baltimore, Maryland 21216-3698

All application materials and letters of reference must be received by April 15, 1992.

Apin 15, 1992.

An Historically Black College, Coppin State College is a liberal arta Insti-tistion located in Baltimore's central city. The college offices betchelor's degrees in the acts and sciences, teacher education, and nursing as well as mater's degrees in criminal justice, rehabilitation counseling, special education, and adult and genarie education.

As required by the 1986 immigration Act, applicants should be prepared to present acceptable documentation showing their identity and incir U.S. citizenship or atlan status authorizing work in the U.S.

COPPIN STATE COLLEGE IS AN AFFIRMATIVE ACTION, EQUAL DPPORTUNITY EMPLOYER.

EDUCATION

Tenure track position beginning August 1982, Ph.D. or Ed.D. in ele-mentary education and/or reading. Three years' beaching experience in grades 4.8.

Responsibilities include:

Supervision of field experionose & student teaching
 Teaching Education Psychology & Reading courses on groduate and undergraduate levels

Send: letter of interest, résumé, transcripts, names, addresses, & phona numbers of three current references to

Consideration of opplications will begin Merch 25 and continue until the position is filled.

Affirmative Action, Equal Opportunity Employer

Dr. Corol P. Remeay Department of Education Lake Eric College Peinesville, Ohio 44077

Southeast

Propers, Marviery.

Business, Marylery Accounting: Director of Figure 14 Accounting to the College of Party College, Vigoria, Verland, Conditionation Entirely for the College of Party College, Verland, Conditionation College of Party and Co

ter's degree perfected. Deprésence le sont leur en relative primer primer le leur de le leur en relative primer le leur de leur en relative primer le leur de le leur en relative primer le leur de leur de le leur de leur de le leur de leur de See the second of the second in formation of the second in the s

PENNSTATE Harrisburg ...

ASSISTANT PROFESSOR, ELEMENTARY LANGUAGE ARTS

Applications are invited for a senure track faculty position as Assistant Professor, Demonstrary I anguage Aris in the Election Proposed at Post Nata Harrisburg, Responsibilities include uself Proposed at Post Nata Harrisburg, Responsibilities include assistant marketing undergranulate and granulate students; serving amount committeer, research, publication, and service. Expension with oduration based opplications of computers would be height but constituted to the publication of computers would be height but coversid considerate should have a declored adapter with an surpliasis in language aris education, and the potential for, or evidence of, quillty teaching, research, publication, and revice, audition, public and/or private elementary or middle school teach experience in required.

experience la required.

Penn Siate l'intribury, with an enrollment of approximately 100 students, is the upper division and graduate center of Rem Sami, students, is the upper division and graduate center of Rem Sami, 22-campus system. Located elght indies from the State Oght is llarrishing, the college in assily accessible vio literates must be littliachejoin. Gullinaris, who shipped DC, and New York.

Education Programs has upper division undergraduate stugies in the Education Programs has upper division undergraduate stugies in childhood selectation, editentative ductient, and so the Education in the Configuration of the Configuration of the Configuration and Configuration and Configuration and the Configuration of the Configuration of the Configuration and a Residie; Speciality certification program. A cycles of applications will be per March J. 1992, and will continue until a successful candidate is selected. Natural later of application, video, and the nearner, eddereses, and telephone and of five references to Br. Steven A. Melulch, Chair of Search Committee, of south Jackson, But CHE, Penn Sitte Hardburg. 777 West Hurribourg Pike, Middledonn, PA 17857-4898.

An Affirmative Action/Figural Opportunity Employer Woman and Minorities Encouraged To Apply



UNIVERSITY OF VIRGINIA **CURRY SCHOOL OF EDUCATION**

Hearing Impaired/ Communication Disorders Program

Anstitut Proteogr, DirectorSupervice: Leaving impated Ansuma-ciation Diagnose representation in Landau State Ansuma-ciation Diagnose representation of the International Ansuma-ciation Diagnose representation of the International Conference of the Diagnose review to Equatement of the Europ School of Exterior. A doctoral degree, CCC-A or CCC-SD, and sign Jasquage composing a doctoral degree, CCC-A or CCC-SD, and sign Jasquage composing preserred. The 12 month posted contracts four representations of an expension for the Orice Company of the Company of the Orice Conference of the Company of the Orice Company of the Company of the Company of the trace-thing of all least one Courts per seemster; and, pragram development to accompany of the Company of the Company of the Company of the seasons, in the Medical Cortex company, and in this caches relysately grams. Use has an excellent benefits package and talled as an compella-tion of the Company of the Comp

Closing date is May 15, 1992. Interested persons should sand a letter of application, curriculum vitae, and three recent letters of recommendations.

Dr. John S. Homer Chair of the Search Committee Communication Committee Communication Oisorden Program University of Virginia P. O. Box 9022 Charlottesville, VA 22906-9022

The University of Virginia is an Equal Opportunity, Affirmative Acid Employer and encourages women and minorities to apply.

West Georgia College SCHOOL OF EDUCATION

Educational Research—anticlipated pushion: Teach research courses and have expertise for teaching in one other area. Descretate in Educational Research. Apply to Dr. Dua Adums.

RESERCE. APPLY IS LT. DON Adums.

Boordman Feemations—anticipated position: Experitse is teach popularing ingling, altisophetical, and instruction from haliness. Experitse to teach research desirede. Doctoring the installations. Franch and reside in Dalton, Georgia. Apply to Dr. Wilson Key. Georgia. Appry to Ur. sermion Scy.

Educational Lastership—search continuous: Established record of rescuesh, politication, and teaching in educational administration sufficient to meet requirements for graduals faculty in cooperative observed programs. Ductorie in Administration. Apply to 17. Price Michael.

none in summanders and experiences and have expertise for teaching in one other area. Middle level education preferred. Discretale sequired, Apoly to Dr. Witton Key.

apply to i.r. witton a cy.
Prefusity advertised positions: Department of Physical Education, positions in Real Education and Recreation. Apply to Dr. Lynar Cickin.
Department of Counseling/Educational Psychology, Chairpetson. Apply
to Dr. Path Philips.

so br. Pad Phillips.

Politions are treatment and begin in September 1992. Respansibilities indust tracking, research, advising, and service netivities. Journal and valiety will be communicate with qualifications; doctorate in appropriate field; public school and college teaching type-ferred; record of research and widing particles; evidence for protectioned growth and ervice whilly in work with school personnel; and willingness to travel for teaching, appreciation, and cerculaterial.

supervision, and recruitment.
Watt Georgia College, u these growing senior college in the University Systems of Georgia, as less than in the senior of the Athenta integer and he supervision of the Senior of Education offers NG and proposed originates through B.S.E.d., M.Ed., and Ed.S. degrees and in concerning the Control of College of the Senior of College of Colleg

cooperatore encounte.

Sand application with vita, unofficial transcripts, and three letters of recommendation to School of Education, West Georgie College, Carollian, Georgia 30118, Applications will be accepted until position is filled with pionity consideration given to those received by Marris 41, 1992.

West Georgia College is an equal apportunity employer, lo addition, it has a vigorous affirmative action program and encurrages the application of sense and members of minerity groups who are quali-fed for this patition.

NORTHERN STATE UNIVERSITY

College of Arts and Sciences BOTANY

Northern State University seeks a highly qualitied person to hill a tempetrack positions in Indiany. Applications are invited for a position beginning August 1992.

NSU

NORTHERN

we regioning August 1992.

All candidates much have a Pis II. In Justativ or in a theory related fill from no accredited institution. Leadung experience in higher consistent med reference of solvitationing are required. He solve-visual field of the control of t

Northern State University is a 4 amongle 4 lass II comprehensite multi-purpose institution providing both undergraduate and graduate programs typical of regional statistations of higher education Ponjama vypoca or regional stoktutana vo Ingier cinicatus Nominationa are solited and applications with letter of application up to also curriculum video, furce original letters of recommendation with a position of the contract of the contract of the commissions and applications of the contract of the deat for Academic Affairs, Northura State University, Alsoribers, South Dakua 57401.

Northern Statu University is an Figual Opportunity. Alformative Action Employer.

Ombiers Institutemental Chambers Reman Antonia confedi to participate at
the confedition of the confedition of the
man and the
man and
man an

Company of Federace A company of the Company of the

months un's sevenith encounted.

Chembury, Archeste, Freibeurs, Anderson Cultura, Cultura, Cultura, Carlon Carlon, C

Chief Care Subs and Felensians. Unserver the Chief Care Subs and Felensians. Unserver the Chief Care Subs and Felensians. Unserver the Chief Care Subs and Felensians. It is a substantial control for the Chief Care Substantial C

CALLEGE C TRITISHES

Department of Educational Foundations and Research ASSISTANT PROFESSOR

Ciallouder University is seeking to till a 9-month Assistant Professor position (non-tenure track) in Edu-cational Fundations and Re-search for the 1992-93 academic year. Salay is dependent upon qualifications.

QUALIFICATIONS: Earned declarate, training in Educational Foundations and Research. Exper-tise in qualitative research re-quited, briding in quantitative mellique destreit. Fotential for research and publication required Excellent teaching skills and ability

RESPONSIBILITIES: Graduate RESPONSIBILITIES: Graduate courset in two of the following areas. Qualitative Research Methods, Educational Psychology, Multicultural Foundations of Educations, and/or Quantitative Research Methods and Statistics. Conduct research Serve as a research nethodologist on dissentation committees Provide outreach service.

STARTING OATE: August 16, 1942. IA paid Niweck summer sign language institute for new loc-nity is strongly recommended.) APISLICATION PROCESS: Review of applications legits March 16, 1992; search open until posi-tion tiled. Send letter of interest, vis., and three letters of recomwith and three believe of recom-mentation to. Dr. Capullo M. Ring, Chairman, Department of Educational Sour, Department of Educational Computations and Re-corded, Callambet Interests, 40th United Accesses, 181, West of The Ja-202, 684, 5761, 1986 or The J. Los 202, 684, 5761.

Statanted Dates styr is an Equal Opportunity—Lamp operations and services othered by California and services othered by California Hospital support from the Dates Styris De-portment of Education, Educa-cian Lambards, common, and shed

TAROLINA

UNIVERSITY

North Iowa Area Community College seeks qualified applicants for the following position

Blological Sciences Instructor

Pull-time, 9-month instruction in Biological Sciences.

Physics/Physical Science Instructor Pull-time, 9-month instruction in Physics/Physical Sciences for Freshman/Sophomore courses.

Theatre Instructor and Director

Full-time, 9-month instruction of Introduction to Theatre, Stagecraft, Acting, and other courses as appropriate; responsible for theatre productions and experiences.

Faculty Qualifications: Master's degree with major preparation in subject matter area; two years recent reaching experience; willing to become licensed by the lowa Department of Education; well-developed teaching skills and commitment to community college philosophy; ability to utilize a variety of teaching strategies.

North Iowa Area Community College, the first (1917) public two-year college in Iowa, operates a main campus in Mason City, a progressive community of 30,000 which serves as an active business center for Northern Iowa and Southern Minnesota.

Applicants should submit a college application form, letter of application, resume with references, and transcripts to:

Dr. Noreen Coyan, Director of Human Resources North Iowa Area Community College 500 College Drive Mason City, Iowa 50401 (515) 421-4203

Applications accepted until positions are filled.

AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER

CHADRON STATE

COLLEGE

Clinical, Chiropractic, and Basic Science Instructors

Seral Résumé to: Parker College of Chin practic Faculty Search 2500 Walnut I bil Lone Dallas, Tuxas 75229-5668 "An Equal Opportunity I:molovar"

CHAIR for Department

of Parent/Child Nursing

EAST CAROLINA UNIVERSITY

Greenville, NC

Applications and monitorlane are invited for the position of Chair of the Department of Parent/Child Nursing at East Carolino University Sylmet is Nursing. This MAV-accredited school is located in an academic health scheece creder.

reprisent.

Review of applications is organize and well continue until the position for the control of the cont

Assistion Professor of Special/Elementary Education
Assistion Professor of Special/Elementary Education to leach Special and Elementary Education. Tenure track position effective August 21, 1992, Doctorate in Special/Elementary Educations, State of Special/Elementary Educations, State of Special Elementary Education Sp

Educational Administration

Assistanti/Associate Profession of Educational Administration to teach under-graduate courses in teacher education and graduate courses in teacher education and graduate courses in teacher education and graduate course for August 1919, 25 erned Doctorale in Education and Administration; public shoot administration to college experience desirable. Salary is competitive. Open until filled; review of possiblo neight a full; 1972.

Psychology/Counseling
Assistant/Associate Pricessor of Psychology/Counseling to sech undergrammen and psychology/Counseling to sech undergrammen and psychology and the psychology and t

Chadron State College, located in northwestern Nebratka, is a comp state Institution of 3,300 students, granting undergraduate and

Send sileter ol application, three current letters of reference, personal résumé and transcripts to: Mr. Ron Busch, Personnel Office, Chadron State College, 1000 Main Street, Chadron, NE 69337-2690. EEO/AA Employer.

inchih science control total and a masteria deport in an ariseriaria.

Qualified applicant mate haid, a masteria deport in mateling and a mustle of a mateline deport mateline and a masteria deport in mateline and interest control to the mateline and a mateline discipline; at least une graduate deparements be in the search mateline definition.

Demantization of the mateline control, significant scholarity sessoria and Demantization beautiful populative additional interest in apposite ment in a sexiciate urt full produster are required. Prior administrative superiories is described populative additional interest and appointment in a sexiciate urt full produster are required. Prior administrative superiories in described and experiences.

The Chair will be expected to provide justices planting and including and angle programs is furners. Chair interest planting and evaluation, and for including and made programs in furners Chair interest, and control in the control of the production of the control of the production of the control of the production of the control of the provided production of the control of the production of the control of the production of the control of the control of the production of the control of t men. Marco 11. PGP, and will consider und the positions filled. The University of The course of the positions filled. The University of The course, and the positions filled. The University of The course, and the positions filled and the University of The Course of the

on conditionation. Performs will be given to casel data with could describe a performance of the case of the case

Challes Safet Andre Charles, Manacher Charles Safet Andre Charles Safet Sa

CHAIRPERSON

Early Childhood Education

College of Education

TOWSON STATE UNIVERSITY

The Department of Early Childhood Education is seeking qualified applicants for the position of Department Chairperson. appraciate for the position of Department Chaliperson.

An earned discharate, experience in early childhood education, an established record of achievable part excellence in teaching ore redured. College level administrative experience for directing a department of the experience of checking a department of the experience of the experience for the experience for the experience for the experience for the experience of the e

Candidates should send a letter of application including areas of leaching expertise, curriculum vitae, time current letters of recommendation, and a sample of scholarly work to:

Dr. Joan Hildebrand Early Childhood Education Department College of Education Towson State University Towson, Meryland 21204

Towson State University is a liberal arts based, comprehensive univer-sity enrolling 15,000 undergraduate and master's degree atudents. It is located on a 326 acre campus in the northern suburbs of Battimore.

An Equal Opportunity, Affirmative Action Employe

Medcenter One College of Nursing

FACULTY

Modcontot One College of Nursing is seeking faculty to leach in our resourch-based curriculum. Modconter Dne College of Nursing is an NIN-accuseful Baceslaurest program. The college offers a curriculum looding to the degree Bacheri of Nursing Science (8NSC) in propertion to in resourch-based nursing precities.

Profer concentration of the season that any preference of the control of the cont

Equal Opportunity Employe

PUBLIC RELATIONS FACULTY

Ball State University

Muncle, Indiana

Our nationally recognized public initiations required in an AE-IMC secretified instrumbur department seeks in third source back lead by the above the control of the contro

Send professional resume, names of at least three references, and official transcripts to Dr. Earl L. Conn, Chair, Department of Journalism, Ball State University, Muncia, Indiana 47306-0485.

If appointed, you will join 22 other laculty in a Midwestern journal ment known for graduating well-prepared professionals, educated of y campus where teaching is taken seriously.

Ball State University is an Equal Opportunity. Affirm and is strongly and actively committed to diversity

medcenter one »

Cheir of the Search Commillee Afte: Human Resources Depailment Medicanter One 300 North 7th Street Bannmark, ND 58501 (701) 224-81 2B

The application and closing date is April 15, 1092.

UNIVERSITY OF REDLANDS ALFRED NORTH WHITEHEAD CENTER

The University of Redlands, located in Southern California, is a private, non-rienzaminational liberal arts university which offers programs for Morth Whitestand Center on Leidenby Learning provides Innovalive courses und degree programs for working edults throughout Southern California.

em Calitornia.

The ATWC articleases the opening of several positions. All are tenue-track positions of the e-sistant professor level on a heele-monit com-tract positions of the e-sistant professor level on a heele-monit com-tract of the contract of t Candidates must have sensitivity to Issues in adult learning programs and internal in working in an elinically diverse environment. Preference will be given to candidates with experience in adult education.

The search committees will start reviewing applications on April 15, 1992. All positions remain open until filled and will be available September 1, 1902. Department of Management and Business

. Accounting: Ph.D. or DBA required (preferably with experience in lenagerial or Cost Accounting.) To age and continuing;

2. Management Information Systems: Responsibilities will incinde teaching in undergraduate I5 program and in business programs including MBA. Pt. D. or DBA required.

3. Statistics/flescarch Design: Terminal degree in related field re-

Department of Library Studies repartment of morae natures

Social Science-Winner Studies Linde Studies Responsibilities in this position include teaching courses on multi-cultural issues to White-head students and some teaching of courses to residential iraditional-age student. Ph.D. In related field required.

SEND LETTER OF APPLICATION, A CURRICULUM VITAE AND THREE LETTERS OF REPERENCE TO:

Dean's Office Whitehead Center University of Redlands P.O. Box 3080 Rerilands, CA 92573-0990

Mark envelope as either Liberal Studies search or Management and

The University of Rediands is an Equal Oppoviunity Employer.

Minorities and women are especially encouraged to apply.

Faculty Position in Journalism at Brandels University

GT Brancess University
The Deportment of Amelican Studes of Brancess
University Invites applications for a learnus-floot
position to leach causes in journals midnin the
floornewax of the liberal arts (buch as a legal. Natorical
position to leach causes in journals midnin the
floornewax of the liberal arts (buch as a legal. Natorical
effective in lote August. 1992. Exponitured to a legal
effective in lote August. 1992.
effective in lote August

Places and opplications, including c.v. and relevant places and opplications, including c.v. and relevant places are deficiently order plannellie willings. leaching and efficiently order plannellie willings. leaching and plannellies of plannellies willings. Sicheria J. Williams and plannellies of plannels bloom social Science Bloom social Scie

BRANDEIS UNIVERSITY



Communication: Assistant Professor of Communication, The Position: The Un-versity of Evenaville Peractiment of Com-munication sects of tenure-track states professor to teach telecommanication, in citating production, and heater media well the In a received. Commerciation Valdous State College statements in support of the College statements in support of the College statements in support of the College statements in the College statement of the College Statements of the College St

CALIFORNIA STATE UNIVERSITY SAN MARCOS LIBERAL ARTS

California State Unterwise, San Marcos is located 30 miles north at San Dega and is the nation's surveil university. The University by Detact and to the nation's surveil university. The University by Detact and the california surveil university and the surveil university of the California surveil university. The University by Detact of University of the California surveil univer

Cultimat Caspany, articles and a secondary area sociales the Camboon and a control of a secondary area sociales as the cash of Assistent Professor to teach required Liberal Studies causes; in Wind Graggarby, introdepole serviced a place and a secting experience. A control of the cash of the ca



FACULTY **POSITIONS** Accounting

Kennassw Sinte Collèga, a comprehensive and progressive regional col-lega recently recognized as up and coming in (15 Kens & Welf Rignet, melles application for cellingsintributed focally positions in the De-mines application for cellingsintributed focally positions in the De-position Atlanta, the collega is one of the atlantation area in Mem-polition Atlanta, the collega is one of the atlantation area in Mem-golized and the Collega is certain and the Collega is certain for guildy undergraduate and graduate programs including on MISA and an Alexander Professionals.

MBA for experienced Professionars.

Kennesaw State College has established a notable record employing women and minorities and strongly encourages applications from both

Security of the Competitive and Ph.D. or Data in accounting performs, MBACPA or ABD will be cursistent. Teach saviety of undergraduate ourse. College expectations reclude control or the control of the

experience. Application Instructions: Postdoms are available September 1992. Application Instructions: Postdoms are silled; however, to guarantee consideration, accorded until postdoms are silled; however, to guarantee consideration, control of the post of t

Affirmative Action, Equal Opportunity Employer

Western New Mexico University

Full-time tenum track position as Assistant or Associate Professor of Social Work beginning August, 1992. Work beginding August, 1992.
Primany areas of teaching responsibility include Introduction to Social Work, Human Behavior, and Field Placement. Ability to teach sociology. The posi-tion involves program administration, teaching, student advisting, and super-vision fall overline.

MSW required, Ph.D. or DSW preferred. At least two years of precioal experi-ance in the social work field and a strong interest in teaching at the undergrad-uate level.

Review of application begins March 26 with position remaining open until

filed.

TO APPLY: Please send a letter of application, résumé, three letters of recommendation and legible transcripts to Professor of Social Work Search, Office for Human Resources, Western New Mexico University, Box 680, Silver City.

MR 80602.

WNMU- An Affirmative Action, Equal Opportunity Employee.

with a first with the times December of the Communication of the Communi

The University of Southwestern Louisians College of Education Department of Curriculum and Instruction P. O. Box 42051 Lafeyette, Louisiana 70504

Tenure Track Positions for August 1992

Assistant or Associate Professor in Education of the Giffed. Septimbles include teaching undergraduate and graduate concess in detection to the control of the professor in the control of the control of

tee. Assistent or Associate Pinfessor in Elementary Mathematics Muhas and Educational Technology. Responsibility for research and incide mudespreduced and paradiate converse in elementary math methods, so ondary responsibilities used involved teaching beginning comesticational technology using Apple and Macrimolo computers, Macrimology using Apple and Apple and

son, Chail of the Search Committee.

Assistant or Associate Prolesson in Educational Technology, Royanhilly for research and banching grassast and undergraduate major a chiralismal technology, including interactive wides. Experience and competency with Apple and Macintash computers necessary experien-and competence with 10th computers preferred. Public should begin propertience preferred. Contact person: Dr. Mary Jane Rard, Chief at Search Committee.

Search Contentitee.
Qualifications and Proceedings

1) Candidates must hold, or will hold by August, the Ed.D. or Ph.D.
12) Candidates must hold, or will hold by August, the Ed.D. or Ph.D.
13) Candidates must hold, or will hold by the regional association.
2) Candidates with a very extension analong grant writing a plus, substantial publication andrea searce-study grant writing a plus, substantial publication andrea searce-study grant writings required for Associative Searce.

Distriction and/or stoccessful game was a first facilities and facilities an

on sont to the appropriate contact person by March 25, 1992. Historicity and Area The University of Senthwestern Louisians is a neutro institution local in Southern Louisiana. The University has 16,000 students in eighted leges and offers degrees through the disctorate. The University enjoys localitin having a stewards of Hinnar and cost at living.

ADIRONDACK COMMUNITY COLLEGE

Adirondack Community College, a comprehensive two-year college and a member of the State University of New York (SUNY), Invites applications in the following tenure-track faculty positions. The starting date for their positions is September 1, 1992.

Born is September 1, 1992.

BORGLISH: Problem with responsibilities that include texching beth implied MCSLISH: Problem of Problems English and abstract length and and applied and abstract length and and applied applied applied and applied applied applied and applied applied applied applied and applied applied applied applied and applied applied applied applied applied applied applied and applied ap

required.

NUBSING: Position with responsibilities of ciscanoon and chical leading the Medical-Surgical area, bureferst chicat sixts, a Master's Degree in No-Ing and a New Not Saint License are required.

FSYCHOLOOY: Position with responsibilities of exching General hydrogy. Developmental Psychology and adulational psychology could always and selected Societies are replaced. Demonstrate clasting adults and a Makers Societies are replaced.

The stating salary range is 120,556 00 - 125,833.00 (1991-57 range, orde-mented by an estiscible thinge benefit program. Interested and qualified applications producing an interested and qualified applications producing a cover letter, vitin, and to names, additious, and telephone numbers of three professional electrical (Rehimence with not be confacted without prior notification).

Submit Lo: Director of Personnet Services Adirondack Community College Bay Road Oueensbury, N.Y. 12804

The deadline for receipt of application materials is April 1, 1992. An Affirmetive Action, Equat Congruently Employer

Communication Australiant Parkinson Margoodles, reads a recommendation of the control of the c

See CUIT ACS 2002. Advision for the season of the control of the c

Communications Head. Departing of Communications, Indogratio, and Year notices in the Kanasa Concentrie East notices in the Kanasa Concentrie East not Service, Kanasa, and of Astrollaria Kanasa. Sinta University. The Seat Concentrate this row department from two retains the row department from two retains the median communications until and one communications until and one communication until and one communication until and one communications until and one communication until and communica

MATHEMATICS/COMPUTER SCIENCE

MATHEMATICS COMPULER SVERNCE
The bitherity of the England Invition applications for a fultion. Insure-frack. Assistant Proteasor level position. Applition. Insure-frack. Assistant Proteasor level position. Applition. Insure-frack. Assistant Proteasor level position. Appliin edicates and a control of the Insure State of the Insure State
in Edicates and Computing with a strong backgound in
adiabanetic. Cleanor appropriate is required one organization and insured to the Insured Computing with a strong the Insured Computing
indicatestry courses in computer with on explicit, includes
a pasterned. Responsibilities will include insection
and the Insured Computing in the Insured Computing
in the Insured Computing in the Insured Computing
in the Insured Computing in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computing
in the Insured Computin

sensmance and swemmer to destroy.

Selary will be commensurated with exportence. For consideration, pieces forward vite end cover fortor by Mereth 27, 1992 to Michael D. Milles, ció Methematica/Compiles Seich Committee, University of New England, 11 Hills Beach Road, Biddefort, Misino 60095.



ASSISTANT PROFESSOR Special Education & At-Risk Studies

The Graduate School of Education at the University of California, Los Angeles assumes on opaning for an Assistant Professor (tenure track) in the arrow of Special Education and Ast Side Studies.

special countries and AP-1918 Studies QUALFICATIONS Earned factorisate in special education or related disci-ulate Endence of retreach experience. Priority will be given to applicants who new substantial core inconfedge in special education and who have broader whethis in play endfor social cultural basis estated to this for school failure. RESPONSIBILITIES: Teaching, readenue advising, and research supervi-sion of doctoral students, as well as scholarly research and publication

DATE POSITION AVAILABLE: As early as I all Quarter 1992 thate Sept

SEND APPLICATION LETTER, VITA AND HAVE THISE: LETTERS SEND APPLICATION LETTER, VITA AND HAVE IT ABA, Thomson, Ix-postured of Escapion, 403 Highard Acceme, University of Colsision, La-septem Laboration, 403 Highard Acceme, University of Colsision, La-September 100 High Conference of the Conference of the Conference of the APPLICATION DEADLINE May 1, 1992, or until product to filled.

UCLA IS AN EQUAL OPPORTURITY, ALFRIMATIVE ACTION CHIEF LATE MINORITY AND WOMEN CANNELS AS A SECTION OF THE ACTIVE

Marine Science **Facilities Director**

Rectifices Diffection in an experience, Inc. years coposition in administration, with liscel and persistent representations of empirication leading in a state and persistent representations. The state of the persistent representation representation of the persistent representation of the persis

Assess 6000-4011.

Commentations Black Hille-State University of the Coling to the following applitude in the Coling of the following applitude in the Colpost of Arts and Humanities. The Many post of Arts and Humanities. The Col
tage of the Color of the Color of the Color

Total Color of the Color of Color of the Color

Total Color of the Color o members of the control of the contro

service below craftles, the present and continued to the continued of the

Users the Landston. Verland 2006

Commission of the Radiction Standston Landston (Landston Landston La Comment of the commen

We seek isacher-tebular with hanwickes of writing theory godier experience and inter-ciple in the sections of writine in the light in the section of writine in the illustration of writine in the illustration of the interest class of the inter Icture of application to President, Liberty University, Lynchburg, Virginia 24506 J.F.S. 5.5. a, dail program medication, not consider the program of the program o

Teacher **Education Specialist**

usasuaritumi
The College and the
North Slopa Borough School
Disinit seek an espartenced, creative, highly motivated person to delice.
Disinit seek an espartenced, creative, highly motivated person to delice.
The person must be comfortable living and leaching in a multicitival setting.

cultural setting.
UBEATION. Twelve-month contract beginning July 1, 1902 and mnew-able annually pending evaluation.
RARK AND SALARY Depending on funding, \$58,500 minimum CLOSING DATL April 10, 1002

DUTIES AND RESPONSIBILITIES

1. Works closely with the North Slope Borough School Olstilct to create and implement a curriculum of reacher preparation, using a mentor/ taacher model.

and implement a Curriculum or rescure preparation, using a memori C. Oversees maintoin and advisors participation; in the reacher prepara-tion program.

3. Supervises audiant reachers/interns.

4. Teaches a minimum of one aducation course per semester.

4. Teaches a minimum of one aducation course per semester.

5. Teaches a minimum of one aducation in interest in tracking, includ-ing interested high schools situation an interest in tracking, includ-ing interested high schools situation an interest in the other pro-grams and to assist them in me entity about-flower, term goods towards.

4. Open completion.

4. Open completion.

etc.

8. Assists with staff development at district schools.

9. Parforms other relevant duties as assigned.

9. Parloms other relevant dusties as assigned.
(QUALIFICATION)
1. Master's Degree in Education from an accredited college required, Doctoran pleelinered, and experience as a master classroom reacher and three years of experience as a college instructor.

3. Experience in meniorabip programs declarable.
APPLICATION: Applications must be poternated by Apoll 10, 1992 to be considered to inflat connering. Some declarable and the names and phone numerically programs declarable.

Description of the considered to inflat connering. Some declarable and the names and phone numerical programs and the names and phone numerical programs and the names and phone numerical programs.

Parlow (Chairman August Collage Population of the Names and Property (2018) and programs (2018).

Barrow (2018) 2018-20280

Those 007-852-0280

A World of Opportunities At Pall Corporation

Ph.D. SCIENTIST LECTURER

Pall Corporation has achieved global feadership in filtration due to our pursuit of technological excellenco.

We seek an individual to provide technical support for our Olomedical Products delivering presentations and seminars to leading hospitals, medical education institutions and professional ascieties. You will work in conjunction with our Regional Managest throughout the country. To qualify you will have 3-5 years experience & a Ph.D. in Physiology. Cell Biology, or Life Sciences. An interest or background in health cars or medical research along with previous teaching experience is holpful.

You will receive a conspetitive salary & participate in our comprehensive benefits program. Only resumes with salary history will be considered. Human Resources Department (BMF-502)



PALL CORPORATION Leaderlip
In Filtradia
Leaderlip
Leade

consideration for Fall 1992 appointment, Send résurné and names of these references or Frad Sikkine, Chairman, Devertment of Englosering Technology, Westers Michigan Universities. Knismarco, Michigan

Computer Information Aystems Collarshis Caligne Instead and Carpathy of the Assembly Collarship Collarship (Caligne Instead and Caligne) (Caligne Instead and Caligne) (Caligne) (Caligne)

Computer Operations Management: East-cry Management of Management (Management of Management of Mana

Computes Sciences Faculty position. The Computes Science Department at Middle Tennessee State University business applica-tions for a lecure risk assistant professor position available August, 1952. Ph. C. la Computer Science must be compicted ha-forg the starting data. All areas of occupying actions will be confidented. Fridence of are-cease, to exchine a ballity and pote said for moclovels salawed held encounted, designed control salawed held encounted and produced print of the produced print of the produced print of the print



EASTERN CONNECTICUT STATE UNIVERSITY FACULTY POSITIONS, FALL 1992

Eatern Connecticut State Linkversoy is characterized by an innovative under-graduate int and softence program, dynamic program of protessive pro-paration of the properties of the contenting cardens to possess sensibility to a deverse suspens population and to demonstrate commitment in creative to a deverse suspens population and to demonstrate commitment in creative cately and strictority, protessional development and protessional service. The Linkversity percess 4,500 Link and part-time students in a maximum content cate of Fundament and milkows between the Violic City and Section 18.

All positions listed below one being searched for tenure track placements (except where noted) with renk and salary dependen on qualifications. Excel-ient fingle benefits package available. Eastern's lacuity teach a twelve hour load each semester along with involvement in research and creative activity. EQUICATION

BOULGNON

FORTISSO BAND GENATIMENT CHAIR. Doctorise required in Elementary
FORTISSO BAND GENATIMENT CHAIR. Doctorise required in Elementary
FORTISSO BAND GENATIMENT CHAIR.

FORTISSO BAND GENATIMENT

SENSITION STATES AND A STATES A

Anticin pespeciave.

Pi O and college leaching experience required. Candidate must have strong commitment not only to English majors, but also to trudents working to lutil general education requirements. Applicants should show evidence of a commitment to diversity, including a knowledge of ways of learning. The twelve frour per semiserate course to all consists of a commitation of literature and

writing course.

Condidates should also submit evidence of success in the teaching of expansions witing, of strength in teaching, and of scholarly potential Respond to Carl Meigs, Search Chair.

ECONOMICS AND MANAGEMENT SCIENCE

ELONGOMES AND INVALUABILITY SCIENCE III SUBJECT SCIENCE AND INVALIDATE SCIENCE AND INVALIDATE SCIENCE AND INVALIDATE SCIENCE AND INVALIDATE SCIENCE III SC

Respond to, Prolessor Raigh Webb, Search Chair. GENERAL INFORMATION

Screening with begin immediately and continue until positions are filled. Please send letter of interest, current vita, and names, addresses, and phone numbers of at least three references to the appropriate individual listed above at the

is:
Eastern Connecticut State University
83 Windhem Street
Williamnic, Connecticut 06226

B3 Windhom Street
Williamnik, Connecticut 06226
Eastern is an AAC/EEC employer and is aggressively recruising female and infrarily applicants in an effort to bring greater diversity to its work force and counterflow.



We are seeking to fill three tenure-track positions at the Assistant Professor level beginning Pall 1992.
For one position, applicants should specialize in both Economics and Corporate Strategy. The other positions are in Finance. Excellence in teaching and an established research record are essential. Salary is highly competitive with above average benefit package. Application review will begin immediately and applications must be received by April 1, 1992. Cantaci Chair, Search Committee, Fuqua School of Business, Duke University, Box 205W, Durham, NC 27706.

Duke University is An Equal Opportunity/Affirmative Action Employer.

Cognitive felower. Limited Cognes overly to an extend type displayed representation of the property of these contents of the property of the contents of the c

and victoria are encouraged to apply.

Computer Scheece: The Descriptional of Computer Scheece at the University of Hamiltonia of Computer Scheece at the University of Hamiltonia of Computer Scheece; and the first in computer Scheece; and the scheece; and s the Service FIJ UNIX revenue in lateral and the control of the con

FACULTY POSITION

Department of Educational Foundations, Leadership and Technology

AUBURN UNIVERSITY

Position: Educational Media, an area of specialization within the Department of Educational Foundations, Leadership, and Technul-ogy, provides students with knowledge and competencies in uncila and instructional design.

and institutional design, nine-month, tenure-track appointment, with potential for summer employment. Responsibilities: teach undergraduate and graduate courses in educational media. Develop a program of research and external grant-seeking related to educational media. Seve on mister's and doctoral committies in the Department. Develop graduate courses

Qualifications: Required: Earned doctorate in educational media/ instructional media/library science or related area. Evidence of te-search potential and eligibility for appointment to graduate laculty. Desired: K-12 expetience and course work in instructional design and design and

Salary: Competitive Starting Date: Scotember 16, 1992.

Slarling Date: Soptember 10, 1992. Review of applications will begin on March 30, 1992, and will conlinue until position is filled. Applications for the position should include (al letter of application reflecting qualifications and current research interests, bit three letters of excommendation, (ct a curriculum vidue, and oft copy of graduate transcripts.

Dr. Susan H. Bannon, Chalt of Search Committee 2084 Haley Center Aubum University, AL 36849-5221

Auburn University is an Equal Opportunity, Althmative Action Employer. Women and minorities are encouraged to apply.



Sam Houston State University

Sam Houram State University is the 10th Intraest riate are detect institution Texas with 96 undergraduite, 79 graduate, and one discional program, Approximately 1,000 students and 450 facility edgy the advantages of princesque Nunivelle trated in one of the best small critics in Americal as well not the close proximity (60 miles) to the Houston metropies.

Curriculum and Instruction: Assistant Professur in teach undergraduated graduate courses in the mea of curriculum and instruction and elastronium minagement. There years of public/private teaching experience required. I Earned doctorate required.

Agriculture: Assistant Prifessor to teach undergraduate enurses in Agri-cultural Business unday Animal Science. Research and public service expected, [Farmed document preferred 1].

Consumer Services, Fashion and Oesign: Lecture pushling to teach courses in clothing, textiles, fashion merchandsing, and related areas, thurned

norman preserves.

The first two positions are tenure-track. Sulary is competitive, depending on usademic preparetion and work experiences. Screening of applicants will begin April 15, and continue until positions are litted. Qualified applicants should send professional résumé and letter of interest

Affirmetive Action, Equal Opportunity Institution



PHYSICS/

Dymburg table Community Cullege is accepting applications for instructor of Psycholoxic Community Cullege is accepting applications for Instructor of Psycholoxic Community Comm

University of Colorado at Denver THE UNIVERSITY OF NEBRASKA GRADUATE SCHOOL OF PUBLIC AFFAIRS AT KEARNEY ANNOUNCES **College of Business and Technology**

FACULTY POSITION

The Conducte School of Public Affairs (GSPA) is a growing of with a national, regional and local reputation for excellent reciund research. Lacated in drawntown Denver, the school offen bei the MPA and Ph.D. degrees he o predominantly profession

■ TENURE TRACK POSITION: PROFESSOR

GSPA has a tenure-track opening for September 1, 1992, at the sec professor level. An extensive publication record is imprime Condidates must illustrate on reastending ability to tech material directoral level courses and supervise ductoral students diser rescarch. The position requires extensive research and white reaction. The powering requires extensive research and published aschievements in either public management and/or public pales, the cumdidate background shandd shaw emphasis on one ir more of the fellowing; public administration, regardinational development play analysis and evuluation. Strong analytic capacity condited with analysis and evaluation. Strong sharper capacity concerns at substantive skills in linking public pelicy and public manganes areas of concern must be demonstrated in the candidate's bedgen Practical experience is also desirable. Candidates must have doctoral degree in public administration, public policy or related as

Applicants should send resome, relevant publications, and the letters of recommendation to Professor Eric Poole, Gudon Scot of Public Affairs, University of Colorado at Denver, 143 Mets Street, Suite 350, Denser, Colorado 80202, Review of application began August 26, 1991, and will continue until position is filled.

The University of Colorada at Deriver Los a strong traditional commission the principle of december in that spirit, GSPA is particular intendition from the continuing injurial industrial methods in the continuing injurial colorada gracely outline minor up groups, when the colorada gracely outline minor up groups, when the votations, and persons with disabilities.



SCHOOL OF NURSING FACULTY POSITION

Applications are taylord by a tensor to a is published to assume that it is sufficient to the sufficie

ter and by the I laterestate. The I laterestate was a street of the control of the latere control of the laterestate of the lateresta

Applicants should submit a keter of application, neuritodus o nomes, addressor and phono rembure of these releasnes. Send letters of numbration noder application to:

Verna A. Rindes, Ed.S., RN
Chair, Search Committee
Helversity of Missouri-Columbia
S213 School of Nursing
Columbia, MO 65211

Au Equal Dependentlis Institution

three latters of schremes to CAPS Search
Commission COM Resembas 1 Soud, Forgustcommission COM Resembas 1 Soud, Forgusttions will be lead a sould be lead to the commission of the commissio

NSU NORTHERN

NORTHERN STATE UNIVERSITY

Communication Disorders

Northern State is seeking qualified applicants for the position of Assistant Professor of Communication Dispressors

Assistant Protessor of Communication Disorders: With accounted this treat in the reflections will be given in carallables with accounted the treat in the monomental control of the communication of the communication of the treatment of the communication of the communication of the treatment of the communication of the communication of the Disorders address address address in the communication of the communication

The College of Business and Technology invotes applications for the follow-colonisistative and text hing positions:

administrative and lost linig Jordania.

CHAR, ACCOUNTINGFINANCE DEPARTMENT
CHAR, MANAGEMENTAMARKETING DEPARTMENT
CHAR, BURNESS AND THE ACCOUNTING THE ACCOU

ASSIMATION CONTRACTOR OF INTERCEMENT INTERCEMENT INTERCEMENT ASSISTANCE OF THE CONTRACTOR OF THE CONTR

specialistics for the laculty positions us halo tea hog courses in the actionic area, conducting a laborabity, and participating in whited service actions. Qualification include a bot totale despect produced in the subject are constanting earling record, and a strong research record.

age, outstanding teaching necold, and a smarg mession of celoid.

The laboration of theretoria at Kearmey serves 1, Ulbit students, including, study graduate stokents, in part in this University of Nethrodo system. The Badwess & Controlled, Otherson of the College of Britishers and Technology to the College of Britishers and Technology to the formation, and the College of Britishers and Technology to the formation, declarating of manace, this converse, and then discovered too formation, and the Anasopercont/Machiner, according to an attent five extra place in the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of the College of Studies and their five extra place of their

la. Application letter must include nésurair of educations, especience, and schol-aly activités and fince l'11 references transestabilités esseptionamentelephone nombres. Applications will be acciseved by the search is committees stanting. March 31, 1992 and will continue must the positions are talled.

Dr. Galen D. Hadley, Dean College at Bromess and fee brodogy University at Debassia at Security Security, NI 1686-17

308/2 [4-8 142

the University of Perfectability of Action of States of the Associated Superforms Engagement (Implement Manual to Joseph Wanton and Interactions are two our agent to Joseph)

Stee.

Steel is a comprehensive, multi-purpose, burveor and probate institution providing both undergraduate and graduate ground typical or smaller against meyers by South Phistory. South Phistory. South Phistory and Comprehensive institution located in a population centre.

Northern State enjoys popular support and growing constituent. It is easily completed on 8.9 million dollar physical education building. wasnigumpiece en 8.9 million dollar physical education building. Memiations are solicited and applications with Frome's and three letters of reference are unvited. The produce is available August 15 applications to Dr. Thomps-Rick, eng. Vice President for Acade Aldris, Newthern State University Adeaders, South Dakota 5740. Consideration of applications will begin on May 1, 1992 and will continue until the protition I follows.

and the social randitivity to contribute the social randitivity to contribute the social randitivity to contribute the social randitivity represents the social randitivity of the social randitivity represents the social randitivity representation of the social randitivity represents the social randitivity representation of the social randitivity represents the social randitivity representation of the social randitivity represents the social randitivity represents the social randitivity representation represents the social randitivity representation representation representation

extentive gruph protessing for tradents deal-ring what calmed invest, general passes, age-tion of the control of the control of the control of all white collections and the collection of the control of the control of the collection of the replacement in principal transfers from the control of the replacement in principal transfers from the control of the control of the control of the collection of the collection of the control of the collection of the coll

1992-93 ALA MINORITY FELLOWSHIP OPPORTUNITY

The Attention Library Association (ALA), the olders and largest national library structurium in the world, provide leaderthip for the development, passambin, and improvement in library and information terrifore and the postershin of librarianship through a comprehensive program including re-search, fellowerings, publications, conference:

earth, fellowelsja, publicant, conference:
Applicamus are being accepted for the 1929.0 America Library Anocistum LA.A Milmoiry Fellowelly Program. The program is lengued to proud can approximity for motory librarian to gain an understanding of conference of the c

amounts in the protection data in the American The American Library Articution's goal is to help in eliminate the barriers that prevent intensity inheritant and information accentual from passingsaring into institution or protectional association cannot eliminate the barriers alone, but moneyly believes that proferrional articulations have a significant role on but moneyly believes that proferrional articulations have a significant role on but no many provide leadership by example.

rode in play and must provide leaderthip by example. Trapulify, an applicamenta be lateralization canasion professional Araericas Isalian or Alastas Nairies, Asian or Petificilisationer, Africas America, and Araericas Americas and Araericas and Araerica

The 1992-93 superal for the ALA Minority Fellow is \$10,000 plus medical, denal, life and intubulay immunec and relucation resistance to Chicago. To silvatia more afformation about the program or to receive application materials, custact.

American Library Association Office for Library Chireach Services 30 East Huron Street, Chicogo, Illinois 60611 1-800-545-2433, ext. 4294

The mosmarked deadline for applications it applications is April 1, 1992.

THE UNIVERSITY OF PENNSYLVANIA

Graduate School of Education NEW FACULTY POSITION. URBAN MINORITY/ COMMUNITY EDUCATION

THE GRADUATE SCHOOL OF EQUICATION of The University of THE GRADUATE SCHOOL OF GOUCATION of The University of University of University of Institute Is undex a fewer meeting requirement, reading the University of University of

ST. CLOUD STATE UNIVERSITY St. Cloud, MN 56301-4498 MATHEMATICS EDUCATION

TENURE-TRACK POSITION Assistant Protessor, Fall 1992. Salary commensurate with expositions. Qualifications: Out-of-tion more impelled in make 4s and makes 1s in and the commensuration of the commensuration of the commensuration of protections of the commensuration of the commensurat

Serul letter of application, via., SCSU Application Form, transcripts, three letters of reference by 475/92 to Or. Charlet Einst, Chair, Math Ed. Search Cummables, Opt. of Mathematics and Statistics. Women and minorates are ent-ranaged to apply.



The newly created division of Allied Health and Public Service requires an energetic program builder to assume responsibility for current curriculum areas of Radiologic Technology, EMS-Paramedic, Nursing Assistant, Respiratory Care, In-Home Child Care and Fire Science and develop proposed curricula in Physical Therapist Assistant, Homemaker/Home Health Aide, Medical Assistant, and Occupational Therapist Assistant.

Qualifications for Division Head (Assistant or Associate Professor or Professor): Master's Degree in Health, Education, Administration, or related field; three to five years experience in a field directly related to the division; three to five years post-secondary teaching experience preferred. Position is tenure track. Effective June 1, 1992 (sooner if possible.) Salary range \$35,800 - \$43,000 for 12 mooths. Benefits include group medical, hospital, and dental insurance, group life insurance and state educational retirement.

Doña Ana Branch Community College, a branch of New Mexico State University, is located in one of the fastest growing areas of the country. The opportunity to work in a caring, student-centered institution dedicated to teaching and learning is enhanced by year-round sunshine, friendly people and low taxes. Over 3,000 students are enrolled in vocational/technical and developmental courses leading to associate in applied science degrees and certificates.

Send letter of application, resume, references and transcripts by April 1, 1992 to:

> Donacisno E. Gonzalez, Provost Doña Ana Branch Community College P.O. Box 30001, Dept. 3DA Las Cruces, New Mexico 88003

BOOMMEU IS AN REGYAA EMPLOYEI 119919KK:KK91933199119494999991000039K1919111911191

CHAIR Department of French and Italian

VANDERBILT UNIVERSITY Senior position to chair the department for specialist in 18th or 19th control French literature, preferred effective date Fall, 1992. Vanderbill is an EU/AA employer. Seed frequiries te: Professor Luigh Monge, Vanderbill University, Box 1888 Stellon B. Nashville, TN 37235.

Computer Education And introduction in the Computer Selection of Computer Selection of the Computer Selection of Selection Selection of Computer Selection of Selection Selection of Computer Selection of Selection S

blachton's degrees in the strik and scheen-menches duckable, and currying as well as masses's destree in criticinal lustice, reli-bilitation countering, special education, suited by the 19th immigration Act, special suited by the 19th immigration Act, special substances the greatered precues accep-sible documentation throwing their defaults and their U.S. collectable or discussion and their U.S. collectable or discussion and their U.S. collectable or discussion (College is an Affirmative Action, Equal Opportunity Employer.

ASSISTANT OR ASSOCIATE PROFESSOR OF ACCOUNTING (Up to Two Positions)

DATE DF APPDINTMENT: August 27, 1992
SALARY \$32,479 to \$42,406 for nine-months plue attractive
University fringe benefits (based on 1991-92 faculty salary
schadula). Summer teaching for six weeks is normally available at

sobadula, Summer (saching for six weeks is normally available at the earns rate of t

aspeisnoe preferred.

SPECIAL SKILLS DR REQUIREMENTS: CPA Certification preferred. Ability to work with LOTUS 1,2,3 preferred. Ability to controlled the students. Candidate should be declicated in excellence in taxoling and have extrong commitments to high seadamilo and professional eteratarde both in

commissed to high scalaritio and professional elemants both in soft outside of the desaroom. The desaroom can be a supported to one of the "Up and Cornect" in American Higher Education in U.S. News and World Report's 1915 (College duids, "American Bed Colleges," based upon a reputational survey of the nation's considerable and attached commission of the control of

Department of Accounting, Economics, and Finance Angelo State University San Angelo, Texas 76909

(915) 942-2046
APPLICATION DEADLINE: Deadline is open but may be closed anytims after April 8, 1992.



AN EQUAL OPPORTUNITY

Full-time Faculty

MONTGOMERY COLLEGE, e multi-cempus community college located neal Washington, D.C. and Baldmore, Maryland, is seeking full-time faculty to teach tile following courses beginning with the Fall Semester 1992:

Developmentel English English Composition Literature English as o Second Language Reading Developmental Reading

Massir i egge in English Rednig Compositionifirestoric, TESOL, Unguis-tes, Seedis Testion or e Joseph related Beld is required. Demonstrated interest in the properties of the properties of the properties of the testing stills cerein or experted to some ending course, down or the prometic approach are required for some ending course, forwarding of all relat on impage of the min rigidity in periented to FSI, course, fromwedge of all relat on impage of the min rigidity in periented to FSI, course, fromwedge of all relat on impage of the min rigidity in periented to the developmental readity courses. Experience tracking learning disabled on the developmental readity courses. Experience tracking learning disabled min and consideration of the course of the periented for some courses. Successit candidates are expected to to participate in committee excludies, eduke students where the course and program development.

Review of epplications begins immediately and continues until positions at

Call (301) 279-5374 for o feculty epplication or pick up one at:

MONTGOMERY COLLEGE Office of Human Resources 900 Hungerford Drive, Suite 130 Rockville, Maryland 20850

Montgomery College is an EEC/AA, Thie IX Institution.

Chested Justices (1985). April College.

General Interfection of the College of t

Chiefe (16-21) a. Control (16-21



Weynesburg College is suelong spellearts for a full-tion of the control of the control of the control of the control of the three hashest Proteon follow moise consistented with the control of the three many control of the control

UNIVERSITY OF

SOUTH DAKOTA

SCHOOL OF BUSINESS

The School of Business represents e vibrant peri of the rapidly growing University of South Dabota Accredited by the AACSB, the School offers Backsindr of Segrees in Business Administration and Hesith Services Administration, and Hesit Services Administration, in Oberssional Accountancy and Contomics. In adelication of further growth and the need to fill existing vacanties, the following faculty and administrative positions are earliested for fall 1950.

positions are secured to 1992!

Health Services Administration: One full time tenure treck position or two half time non-tenure track positions (may be possible to secure additional appointment within another health releted department). As is fant or

Marketing: One tenure track position, Assistent or Associate Professor

Accountings Three tenure track positions, Two Assistant or Associate Pro-fessor levels, one Associate or full Professor level with MPA coordinator

Managimant (the termite tasts) pushing in consistent or incomment (enter, the School of Business Academic Advising Director) in responsible for pre-business sudents assisting in recruiting, advising, registrator, coordinating special services and coordinating the faculty advising function for all

business students.

Candidates must possess minimum qualifications including an earned doctobate in appropriete field for all positions with the rank of Assistant doctobate in appropriete field for all positions with the rank of Assistant Candidates and Candida

Applications consist of a letter of application, vita, writing sample, and a least three references (names, addresses, and telephone numbers please)

The Lielversity of South Dakota is an affirmative action, equal opportunity employer and educational institution.

Ernst & Young Professorship

SAINT LOUIS UNIVERSITY

The Department of Accounting at SAINT LOUIS UNIVERSITY enviewed and produced and published that are IRNST at YOUNG PREFESSIOR.
SHIP of united by publications, and a survey continuous algorithm and recent of exhaulty publications, and a survey continuous algorithm are received in the extent of the exhaulty publications, and a survey continuous productions are served to the extending that the exhault of the ex

Series Loss Debresser, founded in 1819 at the later amounts were of the Miscinejin River, it is private jerni memora he tend to the bear of jee Si. Joseph River, it is private jerni memora he tend to the he art of jee Si. Joseph River, it is private jerni memora he tend to the he art of jee Si. Joseph River, it is a private jerni memora he memora memora he tended to the private program and the summer of the memora memora. In the private program and asking a the Debresser of Accounting, and Barcher of Sicience depress. Send structure memora and the summer of Accounting, and Barcher of Sicience depress. Send structure of the summer of Accounting, and Barcher of Sicience depress. Send structure of the summer of Accounting, and Barcher of Sicience depress. Send structure of the summer of Accounting, and Barcher of Sicience depress. Send structure of the summer of Accounting, and Barcher of Sicience depress of Accounting, and Barcher of Sicience of Accounting and Barcher of Sicience depress of Accounting and Barcher of Sicience depression of Accounting and Barcher of Sicience

Sans Louis University is on Equal Opportunity, Alfirmative Action Employee Minorities and wistons are communical to apply

POLITICAL SCIENCE/

PUBLIC ADMINISTRATION

Review of applications will begin March 16, 1992.

Dilate. Debate Crack position, McNesses.

Debate. Debate continues of recognition to the continue of the conti

LYNDON STATE COLLEGE FACULTY POSITIONS FALL 1992

Lymian State College is a vigorously growing complain-sitution with degrees through the moster's level facility mountains of Verment's Northeast Kingdon, Judon a 1,000 readers and conference of the conference and conference at facilities and of a signer facility.

Lyndon's faculty are especially attentive to charaktely, territory and the charaktely were student body, including a growing number of measure at almost the Longo in mustane or must per an analysis of the language governances and a finite of the Longo are two the campate governances and a manifey service, while offective teaching to a important manifer or out timed employment. Successful candidates will she contributed employment. Successful candidates will she contributed employment.

unstrate ability to work harmonlandy with colleges. Solary is commensurate with reporters under oblicate, galuling guidelines; generous benefit package in protein BISMINSSA MIMINSTERATION. Fourtee-frack Admirat first to work introductory management and upper-free dammy damagement under Noull Himsteras. Responsible to test admirate the solar form of the solar first threshold with the solar first thres

regardus business contuels highly desirable.

IECREATURN IERCHIECE AND KIE RESORT MANGEME
Tenure-track, Assistant Professor to funds one curicular
resolts/securestartwischen may include resource management,
munity recreation, resort inusagement, recreation activity
initig and programming, authors recreation.

only was gragorimming, satisfier refrestion.

Qualifications: Ph.D. or current field in necessition what stadies, resource unsugerment, or equivolent discipline, easi care in translating reversals or over courses; gradience of association that is the satisfier of the control of the control

Send better of spulled bor and virial disting marses and plasma bers of at least three references to Clair, Faculty Sancko mittee, challe. Rex P. Myers, Academic Dean, Lymin Buck loge, Lycharville, VP 18861.

Position will remain open matil qualified applicant is for view of applications will legin Starch 28, 1952.

Tenure-Track and Visiting Faculty Position Business Occupations Department National Technical Institute for the Deaf A College of Rochester Institute of Technolog

Responsibilities: Truspe fracts from deal to be seed of in passes progress on greens the same a required to the action for the form of the separate Enter I the process to pill the receipt as and it receives to

Walling: less to the state of the Sansa is a smally of the are as invested in that of tiping with the Quantity theorems in the minimum is a state of parts plates in consistent that the tipinal

Ossillicationes: Engine Israels: DALES, in the major, Engine on Machine or agreement for great or substances in the control of great or substances in the control of the control of great or substances in the control of grea

Andring Hilde's in Ingenieris Bac hera point also in 1 hypophys torgoted machinistics Bond arent Morley's previous? Las gettra dip deare in Rezaleig deal distinct Recognition Worldwicers and Taken 1.7 I magazine you may meet a dip distinct a balance prefered and dealers and a ground unsurgate property. All thy Brig technologies on presentagles orașe technologies, contra con comment plumitent, and melo objet gallenoscon Changle Jupă and

People who are need or have or neurony in mile districtly prizes members it is

Deciding: April 30 (492) tice reference radiological when applying for the selection MAGNUSGA when applying for a compliance of cold on Band letter of application, secures, and three letters at reference by



Rechasins lesticate of Technology necessas issuens as isomonogy through lectrical message for the Bed Dr VEC-sin Redrick, Genotraet Charperson Haghs, Camp Sava ng. Room 2000 Fost tilles for 1987 Rochatire, New 1987

Dechester brokke of fechnology is an affirmative 80%

Northeast Texas Community College **FACULTY OPENINGS**

AGRICULTURE
 ASSOCIATE DEGREE NURSING HISTORY
 BIOLOGY HAMBENATICS
 COMPUTER SCIENCE
 SPEECH

Qualifications: Master's degree with 18 semester gra-ing discipling.

Request applications from Dr. Susan McBride, Executive Deans to Northeast Texas Community College, P. O. Box 1307, ML Pessart, D triephone 903-572-1911.

Formal screening of applicants will begin April 15, 1992 Podons at sign formal screening of applicants will begin April 15, 1992 Podons at sign to approval of the Board of Trustees and are contingent on funding light and women are encouraged to apply. Nordresst & an AVECE House.

Seech and Theare Arts. MSU, Lake Chirms. Development of the MSU (Links) of the MSU (Links

FORT HAYS STATE UNIVERSITY COLLEGE OF EDUCATION

CHAIR Department of Administration, punseling, and Educational Studies

Applications and nominations ere sought for the chair of the Department all Authorithmetics. Courseling and Educational Studies (ACES). The department on the other in the College of Licuxdon and other andergraduate programs in econolary education, and graduate programs in educational administration, consenting, furplish as a second language, and school busy media. The department is noted for the control of the College of t

OLIGINATION The successful candidate will have an earned clocking the one of the sees of specificity within the department. Experience with a continuous c

ment at the associate or professor level. The position is 5 TIE administration and 5 TIE instructional. The chair serves as the academic and administrative leader of the department and is repossible for management of budget, personnel, governance, instructional obletions and assessment, facility development and committed with attention constituencies. The chair represents the department on the deart Council of Chins.

dean's Council of Chairs. APPUCATION: An application is considered completed when a letter of application, vila, statement regarding your vision of schools for the 2 let century, and three current references are on file. Please send to:

Dr. Thomas Guss, Chair Dept. of ACES Chair Seerch Committee Fort Hays State University 600 Park Street Hays, KS 67601

Members of protected groups are encouraged to apply. FHSU is an AA/ EQE employer. The selection process will begin March 30, 1992 and will continue until the position is filled.

FISK UNIVERSITY

Tenure-track faculty openings, August 1992

SIOLOGY. Associate professor triller ranks considered). Muleclinulogy bath-ground preferred, with ability to advant resourch funits for mulerpartiale and

SOMICE/FIRANCE, Assignment professor. To learly liming, economics, and litabe methods, and participate in introductionisticary cone carrie than. quantable measons, and periorques as mirrow general view composition. 2.7001.516, analysis of any control of the production of the problems. Composition is to be constitute writing across the cruniculum propiator. Also in position is long, with reas of specialisation open, but the signatural that fail and entering large ability to lends interdisciplinary; one "creative arts" crums tripini large ability to lends interdisciplinary; one "creative arts" crums tripini. uneer ability to lexic interdisciplinary or control and remain distribution for the control interdisciplinary or credity and remain bright. MONEOUTH, Assistant practices or delay ranks in anaksir it. To for its brightest produced and between the control in analysis of the control in analysi

PUBIC. Bank open. University organist; teaching responsibility in other accessing possibly including choral mask, much testory, unsir theory, and core results are convex.

PHILOSOFITY, Associate prefervor preferred. Brasid preparation in philosophy-required, with shifty in track un internits intransy one instructive conver. No fi-ground in Commental or mor Western (milosophy, and in Hisranic or religion inight, Possibility of chalology a small department of religions and philosophy.

Reporterment of sections in mercell and coming its owner in Processin names, and the processing of the

Artena, Sonia, Manishemer (23), and widely in an existence stay could be a second of the product of the product

Operlopment Vice President for Development. Immediate operline for security seed of a relocation of the Celebration of the Celebratic of the Celebration of the Celeb

to strell and the control of the con

Bor 49, Goodwell, Ultimoma 1999.

Economica: Tenner track Asilstein Professor populses available 141, 1992, subject to persisten newthern and version facilities. Professor populses for facilities and evaluation. Professor tracks are appropriated to the professor professor facilities and the superspector. Preferrole, Minimum tends as superspector. Professor Minimum tends are appropriated to a facilities and a facilities. Minimum tends are appropriated to a facilities and a facilities. Minimum tends are appropriated to a facilities and a facilities. Minimum tends are appropriated to a facilities and a facilities. Minimum tends are a facilities. Minimum tends are a facilities and a facilities. Minimum tends are a facilities and a facilities and a facilities.

Fuelve house per semester isoching load (hiber mesenyhilliteis saciude student student student student services insperience presiment, propunst devices insperience presiment, propunst devices considerate work. Send telete of internat, and samet, andreaste and singhouse numbers of since of ill graduati transverses, and samet, andreaste and singhouse numbers of since transverses. Provider trainer of Personnel Services, Provider State University. Providers. Maryland 2002. All documents used in an exteed by April 3, 1972. And Edit Employer. Early Childhood discussion The University of Wiccomin Pintansia, butter update interest to the Australia Profession Learning to the Australia Profession Learning to the Australia Profession Learning Le

seem to representing semitores.

Camandair Froman Ban Collars, Ushan of finitesis, Romandair A. Actors year in the college of southern seminars. A store year in the college of southern seminary in the college of southern seminary in the college of the college o

divently, 15C is a AAEOG-flocation Faculty position: Teaches Edu-cation. Emphasis on nutricultural educa-tion, escale education, and supervision of Field placements. The Department of Edu-or Honfflyschology of Maxionna University is recessive conficulturil for a full-time fac-



FLORIDA ATLANTIC

UNIVERSITY

invites applications and nominetions

One transcribed specing in Transportation's imphiles at the Associated III leaf. The position is at the Branch Campus of the University in For Lander-the Qualitative Leaf III position is at the Branch Campus of the University in For Lander-the Qualitative Leaf III position in Control Control Campus Cam

ThurstNeed Mustle-Accusant For Son, Decrease perford Decid Inverse; classification of the Committee of the C

Smart (classe, I. harr, Department of Mots, Desaltor esteeded in Miste Mr., 1992.
The Departmen of Betterlied Higherenting has a Leady posteron-people for an Assistant Professor, Application must have a Ph.D. dagree and demonstrated association with the Association of the Associ

tong, in blee [1 1992.

The Department of Department of the Control of the Contro

TALLADEGA COLLEGE Talladega, Alabama

falludege College Invites applications and nominations for the following nine-month ten-ure track positions as the rank of Associate or Full Professor.

justements:

(Gadustion from an accredited institution

2 A hrs D. in Accounting or a th D. in Business with emphasis in Accounting

3 B withing to itselv closures in the rear of excounting and finance.

4, Be withing to exist students with protessors development and work compeditively in

the expansion to copposable recibilisticatips.

Or. Fred W. Dauset, Deae Olytion of Human Resources Telledega College 627 West Rettle Street Telledega, AL 35160

ns: I. MSW from e CSWE approved school of Sociel Work

olluwing positions available for August 1992

LAKE TAHOE COMMUNITY COLLEGE South Lake Tahoe, California

1992/93 FACULTY VACANCIES

CHEMISTRY/CEOLDGY

Teaches courses in general, preparatory and organic chemistry as primery rasponsibilities; teacher California, physi cal and historical geology as additional responsibilities.

ART, TWO-DIMENSIDN

Teaches courses in painting, priotineking, silkscreen sed color theory, chares responsibilities in teaching att hictory, drawing and design. ENGLISE AS A SECOND LANGUAGE

Teaches English es e Second Languago courses renging from beginning to advanced.
BASIC SKILLS (ENGLISH)

Teaches courses in writing and/or reading and study skills, which ere preparatory to required college level coursework.

LEARNING ASSISTANCE CENTER

LEARNING ASSISTANCE CENTER
Directs all center activities, inslaiding treining and
schoduling totore; birding, training, schoduling and supervising sacidants; essisting with meintensece and development
of computer essisted instruction; meneging assessment

progrem.

Director(50)/ CHILD DEVELOPMENT CENTER. natructor(.50) EARLY CHILDIDDD EDUCATION

Supervises stert-up and on-going operations of e new Child Development Center, and teaches Early Childhood Educa-

All positions ere full-time, tanure track and generally ere 10 months po year. All are open until filled; however, to ensure consideration, complete application packets should be received by 5:00 p.m. March 27. 1992.

Regularments normelly include a Master's or equivelent in the area, or a Requirements normelly include a Mestor's or equivelent in the area, or e-veild California teaching createntile. Easily over compensation is \$33,410 to \$40,957, based on assdemic preparation and experience. Please ruler to the job annooncements for complete descriptions and requirements. A Diratic application form in required. Por epplications and inhormation,

Personnel Services Lake Tahoc Community College District One College Drive, P.O. Box 14445 So. Lake Tahon, CA 96151 PHDNE: (916)541-4660, ext. 221 FAX: (916)541-7852

Minarities and Women Are Encouraged To Apply.



Secondary Education Roosevelt University Colloge of Education

Assistent/Associate Professor, tonare timek positiles, full, 1982. Provide feuforship in secondary ortication program, explori carront programs, develop new tenuvelley programs, leach accordery exclined southern countries.

coparvise studied inschenz. Bernod der crosses with emphasis in recondery aliaculto i se exatel ut ellence endoor meshemetics (serience proformed), and on nishimmin of 3 years' public actional technique coprenders enquind. Beaview of epiglications will begin March 20, 1002 act continuou mitt libe. Beaview of epiglications will begin March 20, 1002 act continuou mitt libe. The control of a control of the control of

Continues can be have prevaeting in representation of representa

PSYCHOLOGY POSITION

BAY de NOC

COMMUNITY COLLEGE

2001 North Lincoln Road

Escanaba, Michigan 49829-2511

Bay the New's surrountly I oldery, at comprehensive modernian aerodosis for Nouth textfo Association, involved, and constraint, involved to the filter between the k products. The college is for advel four the shower of the text part is his higher (I hape e Nouth) and events were never for hands the constraint in the constraint when the constraint was a surround once to more for hands the constraint was a surround on the const **FACULTY POSITIONS**

PITYMES. The unvested contribute will plan and teach an eighteen-huat had ledding takees in general physics, applied play-ac, apparaistic mathematic, and followers recognized in contribute on a significant plan of the property of the plan of the

Treatment of an initial will be a writing specialist who is committed to the surveyord, and initial will be a writing specialist who is committed to the surveyord. A fact spring if it is every first the surveyord in the countriest. A fact spring if it is required. An Advice or in English, commission in good in Countriest in Section 2, and Advice or in English, commission or a chasely related specialist in required. A seriese-hour lead will include delines in a composition, research overling, and literature.

PSYCHOLOGY POSITION
Successial splicture will beach a variety of psychology course at the community college level. Preferred quadrications to leak a master's degree in specialization to take a master's degree in specialization to the leak at master's degree in specialization of the community degree level. Some knizeledge and experience of early childhood education is a class.

Salary: Nine-nomith crustract, Salary is steperation in selectation and equi-ence. Excellent httpg: henelias

Stating Date: Amost 17, 1901

(906) 786-5802



WIDENER UNIVERSITY **CENTER FOR EDUCATION**

Educational Foundations Assistant Professor of Education

The Center for Education seeks a qualified individual to serve as a scholar teacher in the field of educational loandations. The Center supports professional programs within the College of Arta and Sciances at Widener University. Appointment. This is a nine-month tenuro track position of the rank of

essuam processor. Responsibilities. The qualited applicant will be expected to maintain a consistent program of educational research; to supervise doctoral dissur-tions, primarily of suderits in the Leadership in Highar Education programs and to instruct and adute both undergradeable and graduate students in pro-fessional degree and carrifacts programs.

fettonia degret are Carricca Programs.

Qu'all'Itantica. I la conseita il hai ripilicanta supply avidance oi separatros del description del carricca del carricca

curiculum theory and peas or wanness or exceptions moses. Applications, into seted oppicates should utwait authors of an earest clockmake, a cover later requesting consideration for the postion, a current current current current sets of promise and sets the protection to graduate and graduate, documentation of a scale discretify, evidence of a strong personal commission to the preparation of of a strong personal commission to the preparation of the clockmake and professional or militaria to the preparation of the protection of the protection of the contract of the protection of the protection of the contract of the protection of protection of the protection of prot

Ms. Irane Squire Secretary, Search Committee Center for Ede cation Widener University Chester, PA 19013

Applications will be reviewed and the Search Committee will begin its deliberations on April 1, 1992, and continue until the position is filled.



Tacome Community College, incated in the Pacilic Northwest, settle-pains tilling liseaure track positions in the areas listed below for 1982-settling, death in the cultural and aducational essets of an 1982-settling, quality in the cultural and deutoclined essets of an essettling, quality and listed settling the settling and the property of the settling that the settling the settling that the settling

tic view oi Mousi Rainier. We offer a comprehensive curriculum to merty 7,000 students. The collage is known for he line educational programs; edited, dedicated where the college is known for he line educational programs; edited, dedicated whe are looking to build be commissioned comprehensive as sudent body and community consisting oil persons from exclose surface-incid becaptured. We are commission to persons from exclose surface-incid becaptureds, where commission to prevent the surface of the commission of

Individuals with substantive multi-culturs experience or experience where experience policies for subject erase listed stores. A Master's degree is eminimum qualification for such of these positions. Counselor, Glassifilities deposition of the policies. Counselor, Glassifilities deposities (April 1, 1902). English (2 positions) Mathemetics Forsign Language Nursing Coordinator We are solicities applications for the following non-tenure position, "Preliment/AD Instructor (Adv. 1, 1992).

Drailing/CAD instructor (May 1, 1992)
SALARY: Commensurate with properation and experience.

SALARY: Commensuate with propertion and experience.

APPLICATION: Information may be shalled from the furner Resources Department. Tecome Come solition from 500 South 1200 Sout

Areacism. Audience. Neutrico. Treation of the control of the contr

secretary in a continuous designation of the continuous designatio

CULVER-STOCKTON COLLEGE Canton, Missouri

Tenure Track Positions for Fall, 1992

HISTORY: To teach ancient listery, world civilizations, and a range of other entry and upper-layed courses in a historypiolitical software course of the course within the course of a course of the course within the course of a course of the course within the course of a course of the course of t

ish. Macintank computer stills importes:

REMIGION: To be a mage of courses in religious attulies, incliniting a equited strey course. Specialization in Ililia, thenlegs, sith is, or compassibly religion professor. All Ilily is philasoply recircum. PPOLITECA SCENCE: To teach within a historypolitical science professor in the pr

buckground in christicy wickons.

Ault-(piete positions.

All (POSTTONS are offered at the assistant professes lavel, megalar as year of well pay selected compensation with experience.

All POSTTONS are offered as penult, he mentally-sable, four-specific pays and pays and

Applications will be considered until the positions ere filled. AA/EOE.

UCLA SCHOOL OF THEATER, **FILM AND TELEVISION** Gilbert Cates, Dean

Department of Film and Talevialon. ACADEMIC OPENINGS IN CRITICAL STUDIES IN FILM AND TELEVISION

The LUCIA Copertment of Firm and Television Invitine emplications to trace of lattine appelications, pain in the was of Firm Studies, with protocol led three appelications, pain in the was of Firm Studies, with protocol led to the popular American His history, the state in Television Color Studies. In a popular American His history, the state in Television Studies of Control Studies. In a page 187, and the protocol studies of control resident for First Films of History (Fig. 187), and the protocol studies of control resident fine protocol studies and the studies of the

UCLA IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER Women and minorities are encouraged to a

WESTERN NEW MEXICO UNIVERSITY

Western New Mexico University invites upplications for a tenure truch Assistant/Associate Professor to leach Billinguni/ESL in the Teacher Edu-

Western New Nexico University is socking a teacher for the Billingual and BSL Progress. Commitment to recruiting billingual majore, eshancing the reputation of the Billingual/SSL progress and increasing involvement with public schools. Student advising and other departmental responsibly-like required.

hier required.

QUALIFICATIONS Experience in BillinguadESI, Pragrams. Exceptional expertise in Linguisties and BillinguadESI, Methodology, Highly redictors in Spanish, PLO-DEGD, preferred.

APPLICATION Send latter of application, returns, and list of the returns and the contract of the properties of

WNMU—AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

scrips to profes schools, and projects

scrips to profes schools, and projects

Shool S.D., 1971. Subsequed medium and schools of the schools

Application Process Soul view, Barres (16, 1992).

Application Process Soul view, Barres (16), and they neterouse further phone numbers! by April 15, 1992, in James Barr, Eventhe Dem forbitals of the Control of the Process of the P **********************

Temple University

The Department of Radio-Technider-Tain of Tempte University amancs a south of the too ten me tant is switch in at the Assistant Profession Chie. Problem Chie. As a national southern production and the integrated for a national souther a south of being the an is eliminate where certice work has not been southern with a connectifier such about, metal bridge feet and seen state where with a connectifier such about, metal bridge feet and seen state where with a connectifier such about, metal bridge feet and seen state where well technical transplantations and optimized processing characters will technical transplantations of great (MAY and juvesticy MAY-III Dis provinctions, increaserus, producting and with distribution institutions.

Podditional of memorial installations produced by the production of the productivity and scholarly publication in any zero of mass communication. The productivity and scholarly publication in any zero of mass communication.

Please send lener, vita, and the names of at least three references no later than March 16 to:

Temple University is an Equal Opportunity, Affirmative Action Employe

BULLETIN BOARD: Positions available

GEORGETOWN COLLEGE Chair

Department of **Communication Arts** Christian, charch-related, liberal arts college weeks experienced person with dockna-ate for ABD to bend its Department of Communication Arts.

air for ABLI to neum to regardinem on comments and the particle properties of the programs in their distribution problem, address, interpretation, the site, beyond sailing and organization of community after coveres. Finelitist may be solved to submit a solved to the properties of a line preventation prior to ten-company unferview.

poesteu commune wat. Il poores the ability to track eldedreely in arose sharacterists, e) a liberal one college

College
the prepared to seerk with colleagues to a performance-based controlled and communication skills
string development of used communication skills
of have demonstrated kader-with and administrative skills
of have demonstrated kader-with and administrative skills
as administrate adulty in contribute to the Clothsian purpless or the college

Tenure-tack position of associate or professor level available August, 1902. Salary continensurate with experience and college values as heliale.

Georgetown College, founded 1879, serves 1,200 undergandesie students. Approximately 40 percent of graduates no jur in Communication Arts. The College is bested march nater Toyota Motor Menulacturing Plant just twelve under surth of Lealing two. Econoly—In the lowest of the beautiful bluegasys horse country. Send letter addressing desired qualifications, résumé with references, and transcripts) by March 13, 1992 or

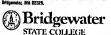
y March 13, 1992 for

Dr. Jue O. Lewis

Vice Persident by Academic Affelia and Dean of the College
Congeleons College
400 Ent College, Street
Georgeborn, KY 40324

History

Bidgenates State College seeks to 80 a fell-inne, tenue-irack Assistan Professor (Begianing Level) passition in East Asian History beginning in Septembor of 1992. Teaching will knowle courtes relating to China and Japan, as well as introduction surveys of Western Contradent on American History Ph D re-ented by September 1992. China and Lapan signoration, or quied by Speemder 1932 China andur Japan speccolut, or umphase on East Anna 119story felds perferred. This years of paymost sequinds. Budgesates State College is a Laberal Act selettion with a strong emphases on beacher learning Salay is depondent upon qualifications and experience. Sub-mit little of laheral, recordant infeatrement and his sensitie, addresses and latesphase numbers of trees prolessional refusers by March 22, 1902 to the Gender Bellera, to the Single State State State State State College, Briggerist, MR 2012 State State College, Briggerist, MR 2012 State State College,





or sudents to K-12 schools. Both sin-constants on relucational equity und il consideration of the ends and a of ducetional practice in a diverse 7. Sulary and sent commensure experience. Applications should inwhen Jasty and steh commensation when the second control of the se

academishada: Felt School, the customs dynary achool of the List worstly of Pitt-ing School of the List worstly of Pitt-per School of the List worstly of Pitt-lors included from K. S. slayers. Qualifi-liated from the Paul Publisher teach-loss included from the Control of the Con-trol of the Control of the Control of the Con-trol of the Control of the Control of the Con-trol of the Control of the Control of the Con-trol of the Control of the Control of the Con-trol of the Control of the Control of the Con-trol of the Control of the Control of the Con-trol of the Control of the Control of the Con-trol of the Control of the Control of the Con-trol of the Control of the Control of the Control of the Con-trol of the Control of the Control of the Control of the Con-trol of the Control of the Co

15G

Empires
Maccificotical Foundations Archive;
Avacine of Professor I feet I state out,
Avacine of Professor I feet I state out,
Avacine of Professor I feet I state out,
Avacine of Avacine of Avacine out,
Desire of Avacine out,
Desire out,
Desire



Skagii Velluy College has two

INSTRUCTOR OF COMPOSI-TION: MA in English or related field, leaching and rould-cultural experience required.

AUTOMOTIVE INSTRUCTOR: Three years' recent experience as outomotive technician required. outomotive technican resona. ATA, teaching experience, and multi-cultural experience desired.

Selery: \$25,466-\$27,466 per year plus benellit Inform. Applications awil. SVC Personnel Office, 2405 College Way, Mount Vernon, WA 98273, or phone 206-428-1396

Screening will begin late March. SVC is an EOE.

THE COLUMBIA UNIVERSITY SCHOOL OF THE ARTS FILM DIVISION

Two full-time positions in history/theory/criticism, one as ASSISTANT PROFESSOR and the other as PROFESSOR, are available beginning fall 1992. The Assistant Professor position will require specialization in some aspect of European cinema AND the ability to teach in the production concentration of the Division. The Professor position is open as to specialization but a substantial record of publications and significant professional activity is essential. Exceptional teaching ability will be sought in both appointments; both will involve undergraduate and graduate (MFA & PhD) courses. The tenure status of these positions is the subject of current discussion and will be decided before offers are made. Applications must be submitted before MARCH 31, 1992, and must Include full résumé and five reference names and addresses. Women and minorities are encouraged to apply. Address applications to FILM SEARCH, 501 Dodge Hall, Columbia University, New York, NY 10027.

Columbia University is an attirmative action/equal opportunity employer.

Visiting Professor Endowed Professorship in Finance

The Emerson E. Evans College of Business at the University of Rio Grande Invites applications and nominations for a Visiting Professor for the Harland Martin Chair in Brance. The appointment will commerce full Quarter 1992. Saley is competitive and will depend on quelifications.

2992. Sweety is companied and with expension of parameters and cardidates should have a PhD. In Finance or Financial Economics and established records in leaching and research. Yes individual will be expected to provide effective leadenship in research and in working with the local business community.

A review of applications will begin March 16, 1992. Pleasa send nominations or applications will begin March 16, 1992. Pleasa send nominations or applications, including titls to Mas Phyllis Mason, PHR. Director of Personnel, Hunbershy of Ro Grande, P. D. 869 596, Bio Grande, OH 45574. The University of Ro Grande is an Affirmative Action/Equal Opportunity Employer.

semy employer.

The University of Rio Crende is located in rural Southenstern Chio, a pleasant drive from several metropolitan meas. The University is a unique institute of 2000 students with a non-year public construinty of construinty college located within a lour-year public college. The University is working toward accreditation in Business.

FACULTY POSITION IN PHARMACY ADMINISTRATION

College of Pharmacy

UNIVERSITY OF HOUSTON

Again attent are limited to a horser-tast, passion at the rack of souther or streets as the limited for the limited for the local trade of the limited for the real trade for the limited for the real trade of the limited for the real trade of the limited for limi

is bifed.

Leons al injuryal, controllors vise, and names, of these references thought seven the Dr. Welliam McCarmitic. Chairman, Phemacy Administration. Faculty Search Committee, College of Pharmacy, University of Houston, 1441 Mourand Steet, Phartass, Teast 71881.

the University of National and Minimum Accounts and Accompanions of the Section of Section 1982 and the Commence of the Section of Section 1982 and the Commence of the Section of Section 1982 and the Commence of the Section 1982 and the Sec

DEPARTMENT CHAIR

Educational Leedership and Policy Studies

The faculty of the Objectment of Educational Leader ship and Palay Studies in the Calego it Education is The Liverceity of Oldstromals establing advisions, entergate leader to case via enter. The Objectments in clockes 20 fail ship modessals. Among opportunity orbitals in this dispertures to define involved directional in Educational Calego Ca

Hamilton On alificational

- Regimed Countercousses. See Email doctor de votre de consideration in the america of Educational Administra-tion, Curriculum, and Supprivates and the Public Administra-tion, Curriculum, and Supprivates and the Public Education, association of Ling Operations, and administration of the Counter and association of Linguistration of the Experiment in administration of the Counter and supprivating doctors in descrip-tion. The Counter of the Counter and Supprivation of the Counter of

n Successity grant writing experience. • Examment with ecademic program development at the graduate level.

- Experiment with category program development in the gredent level.

ALABA 11 Competition, commensuate and training and process extenses. The Linkmoney level is accelerate freque beasts program. ANTICIPATION BERNINNING DATA figures. 1802. ANTICIPATION DEVELOPMENT ANTICIPATION AND ALIGNMENT AND IN 1802. This remains upon until the involvers a like anticipation of the involvers and the processor of the involvers and the involvers and the involvers and involvers and the involvers and invol

The University of Didehama is an Equal Opportunity, Attirmative Action Employs

provibing and avoided providing prohipsional supervisors and avoided providing prohipsional supervisors and providing provides and prov

is allowed of the reof, current studdies are applications of the reof, and a strainfell record with a decrease in the control property of the control



A complete curriculum vitae
 Transcripts
 A description of doctoral program status
 Names and addresses of thrae references

COLLEGE OF THE DESERT

A CALIFORNIA COMMUNITY COLLEGE

trites applications for she following faculty prostums

DALL DESCRIPTION OF

Teartsing Dischriter:

Director/Divisin Chargeron Nuisug and Allied Health

COPPER MININTAIN LAMPUS

GENERAL INFORMATION Callege of the Deverters have desired as one our of the stands mean desirable are automs deviatations where the leaves of the Callege stands are stands of the Callege forms desired as the Callege unique below. The Normal Monament The Folders II were at super-uising the Callege of the Callege Monament Taugue is board in Justice 19th Springs. The Copper Monament Langue is board in Justice 19th, approximately 65 males reaches at deep monament.

APPLICATIONS: For minimum spalification information, potantic description, and apecific materials respuired for candidate, courset.

PERSONNEL OFFILE COLLEGE OF THE RESERT

43-500 Muntercy Avenue Falm Desert, CA 92260 619-773-2529

619-774-5877 (FAX)

APPLICATION OF ADLINE: Narch 27, 1945

An Equal Opportunity, Affirmative Action Employer

Research Associate

Saley 51,180 per year, 40 kury per week. Condexi independent re-stank prised to the development of new duty, but the treatment and/or for the period of the development of new duty, but the treatment and/or for made of yelf-denses, with a placeours, entered, client degenera-cian descouragery of control to the period of the period period of the period of the period of the period of the period period of the tour, Pality that yelf-emissis delivery of polypopodes through out-ant period of the period of the period of the period of the tour, Pality that yelf-emissis delivery of polypopodes through out-ant period of the support in the period of the period

Apply at the Texas Employment Commission, Bryan, Texas, us sent Texas Employment Commission, Bryan, Texas, us sent Texas Texas, 17.78, 1.0. 46697321. Ad paid by an Equal Employment Opportunity Supplying Commission, Text Indiding, Austin, 1819 Employer.

BEGINNING DATE: August 11, 1912

te Degree Nersing 1.5 posts Fuglish Composition

Respond for Dr. John Callebs Offector of Personnel UWCOGS, P. O. 8ox 1003 Institute, WV 25112

University of West Virginia College of Graduate Studies

MINORITY FACULTY FELLOWSHIP PROGRAM IN THE

SCHOOL OF EDUCATION, HUMAN SERVICES & HUMANITIES

The School of Education, Human Services and Humanilies has established a Minority Fisculty Fallowship Program with the good of increasing the number of infloodity Jaculty in higher adjucation. These fellowships will be awarded to minority students we orbing toward the doctorore in a fall of within the School and secting a career in

higher education. Big|Bility: Applicants must be US citieens and be activaly enrolled and angaged in a doctoral program in professional aducation or n related area. Applicants who have completed all doctoral work ascent the disease.

Tarma: The salary/sispend for 1992-93 will be a maximum of \$20,000 for 12 monits. Fallows will be allgible to apply for up to \$3500 in research funds.

apply for up to \$3500 in research funds. Electron will bold on otherwise closely anals, teach one course each semester in shoir area of expartise width the School of Education, Human Services and Humanifes and perform other normal lacely duties on a limited basic Gearthens had solded in the School and Counseling, Humanifes, Louxilonal Administration, Psychology, Elementary/Sacondary Education, Special Education and Receding, Applications Applicates should alumit tha Elothowing manifest.

The University of West Virginin College of Graduate Studios is one of six institutions which comprise the University of West Virginin Higher Education System. Headquartered in the metro Chmieston, West Virginia mea, the College has been descubled by observer as "unique, innomitie, and imaginative"

na Conige rais ocen descused by operative as unique, moveme, ea management the luberaby of Vita Wignian College of Candulate Studies serves in nontraditional, goographically dispersal audies body of 2000 Students each semestre. Ultimag sinte of the-air course delivery modes, such as satellite 122 August Laudies of Candulate Studies of Candulate Studies of the Candulate Studies of Candulate Studies. Of Candulate Studies, Candulate Studies and Candulate Studies of Candulate Studies. Of Candulate Studies, Candulate Studi

EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

view: Reviaw of applications will begin on March 16, 1992, and continua until fellowships are

The University of Texas Medical Branch Administrator

Department of Psychiatry and Behavioral Sciences

The University of Texas Medical Branch at Gaiveston is seeking candidates for the position of Administrator, Department of Psychiatry and Behavioral Sciences, UTMB is Texas' only multicate. Administrator, Department of Psychiatry and Behavioral Sciences. UTM6 is Texas only multicated gorda health referral center operating seven hospitals, eighty-five Clinics, four schools and two research institutes. The Administrator will repoil to the Chaliman and is the seniol business officer to the department. Responsibilities include fiscal management, opportunity and grants management of the department and administrative lesson with hospital practice plan and general business administration. A graduate degree in business, hubic Administration on Health Administrative lesson with hospital practice plan and general business administration. A graduate degree in business, hubic Administration on Health Administrative lesson with the properties of the propert

Please submit detailed résumé by March 27, 1992 to Harvey Bunce, Ill, Ph.O., Assistant Vice President for Academic Administration, 1200 Towers Building, Route A33, The University of Texas Medical Branch, Galveston, Texas 7755-0-2774,

This position is security sensitive. LITM® is an equal opportunity, affirmative action employer, M/F/ H/V. UTMB hires only individuals authorized to work in the United States.

Division Chairperson

ACADEMIC RESOURCES

MIDDLESEX COMMUNITY COLLEGE is n public enlarge with campuses in Redfurd, Ilurlingian and Lowell serving the north-weed subardann ragian trainfe Boston. The College server the largest population area of the natic will nearly unequarter of the state significant within a fifteen-unite radius.

The encreasil candidate will feel and further develop a division that includes the academic assessment program; the Center for individualized instancion ton-group, technology-fased course workt; the cultege illuminor, course module support services ex-periental crudit program and reconfigurates closely with usualentic support laboratories.

support anutrastrice. Qualifications must include o Buchelor's and Muster's degree thost-trait preferred with substantial experience in instructional support nervices—specifically in technology-lassed instruction, according to the production of the substantial support nervices, so well as experience in the statement, bundantiated daily in verific work with destonent faculty plus endigary-level reputeries are obtained, possible of the substantial possible of the substantial

Salary range \$46,000-\$51,000 for a 12-month year. Send lettee, resume and supporting materials demonstrating experience in linted areas to:

Dr. Carl Schilling
Denn of the Gallege
MIDDLESEX COMMUNITY COLLEGE
Bedford, MA 01730

Application deadline: 4/1/92

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY PAIPLOYER

Social Scientist, Urban Research

The Social Science Research Countril in the applications and noninstants for one or two protections and floating the second of t

New York City.

Duties would include: establishing and matriarining relationships with individual scholars, academic institutions, foundations, and other arganiza-tions; preparing and reoptiveing grant proposals; primping terminars, work-shops, and conferences, and overseeing fellowship and grants conspetitions. Individuals with significant experience in teaching, research, program implementation and/or administration are encouraged to opply. The Council energy recurrences anisotic confidence to opply.

Council salaries are commensurate with experience and qualifications. Provisione are made to enable professional stall to continue their professional development while at the Council.

development winto at the Council.

We would like to fill this position by September 1, 1992. However, we will accept applications from candidates from who need to begin at a later date.

accept appreciations from canditiates from who receive to begin in a little take, Candidates should submit in letter of application, curriculum vitae, samples of written published work, and names of three professional references. Nominations and application materials should be addressed to:



The Chronicle of Higher Education • March 4, 1992

ANTIOCH

FDUCATION

Seattle Campus

full time Directs of 4 (stall-auer Programs in Education, in level a sespectory, the full action of the competency and all ingreaultes 6.4 for the re-till thus AM Left programs. Applies are should be committee in a publicately which re-reases the committee of the committee of the readershared experience. Professed slading to action, reading the committee of the incident models of the committee of saling tracter multi-criminal featings conven-turely, and to embry a systemic content, and the state of the con-tent of the content of the con-

Delaware County Community College ADMINISTRATIVE POSITIONS

Oclaworo Churty Community Chilego is n Total Quality institution which comploys a compositive-land approach to instruction. Seeing comployers interested in and able in work in such an environment.

omployens intercented in and able to work in auch an environment.

A860CIATE DEAN OF INSTRUCTION
FOR PUBLIC SERVICE/SOCIAL SCIENCES UNIT
Unil includes approximately 20 full-time ned 50 part-time faculty and
litreo major programs, Administration of Justica, Early Childhood Efucation and insurence Clean Adjuster.

userion uno maniforneo cistima Adjuster.

Madeira Opinco end 3-5 yeare faeching experience regulated doctorato pristored.

Administrativo produce a produce con la supervision and enfoye and continuo produce and produce and mission.

ASSOCIATE DEAN OF INSTRUCTION FOR COMMUNICATIONS ANTOMINATION UNIT Unit includes approximately 30 full-time and 90 part-time faculty set three major programs, General Studios, Graphic Design and Uberal Arte.

Arts.

Masier's dogroe and 3-S years' leaching experience required, de-lorote pialerrod.

Administrative lendorship experience in supervision and desila-mant of lecrity and staff in post-socondary education.

Tommilmont to sorve within the Community College philosophy

Administrative positions are 12-month positions and have a starting salary range of \$39,684 to \$49,617 depending upon qualifications and specialized starting upon qualifications and upon qualifications are specialized upon qualifications and upon qualifications and upon qualifications and upon qualifications are specialized upon qualifications are specialized upon qualifications are specialized upon qualifications are specialized upon qualifications and upon qualifications are specialized upon qualifications and upon qualifications are specialized upon qualifications are specialized upon qualifications are specialized upon qualifications are specialized upon quali

FULL-TIME TENURE TRACK FACULTY

ALLIEO HEALTH

Il Mastor's dogroo, MSN prinform-d with 2-3 years' college backing
with clinical supprivation responsibilities.

In To teach in midit-dactiphrasisy area such as: Allied HealthMed
Assist-Uniti Clerk/Bugglein Teach Nursing Assistant.

ENOLISH

Mistor's dogroo and 2-3 years' teaching experience.
In Strong brickground in teaching widing as a process.
Experience designation of Communications/Hemedial

ling blonco with various leaching stratugles to most the reeds of a

civorso atudoni populatiun.
HOTELRESTAURANT MANAGEMENT AND BUSINESS

1 Collego levol work in Notol/Rusiauccant with emphasis on cultury
12 da and Mastor in Brisiness a since
12 years touching expectation in culturary arts at post-secondary

lovel.

To lonch loud preparation courses to tiRM and basic business courses.

collises.
NURSINO

n MSN with Gerontological Propuration.

2 2 3 yours of loading expedence in a collegiste setting with reined clinical experience.

NURSINO

MSN with Mattice/Satgical Preparation.

123 years of toncing reparted on a collegue setting with realor collegue transport.

od clinical uxpurianzo.
PHYSICAL SCIENT.

I Masiler's degree and 2 years' tull-tiren tracking experience.

I To teach earth octonce, astronamy and physical science is not

mojors.

Bhould hove broari education in the physical sciences and in developing physical actiones laboratories.

Examinator destruction.

Faculty positions are 10-month positions and have a starting saley 6 \$38,448.

Please send letter and resume and three references to

Thomas McNicholas Ocen of instruction are County Community College Medio, PA 19063 EOE

Shoreline Community College Seattle, Washington Full-time Administrative/

UNIVERSITY OF

NORTH TEXAS

The University of North Tesas erablished a VIFA lank for wonten and minoriny cardidates who wish to be considered for facility positions at the University. The Lunewisty of North Texas is one of the fastest growing instructions in Texas, recognized as a comprehensive textiling and research instruction and sea ledder in the performance of many public scriptice, in include assiming in the consonnie diversification of the Dullar-Forth Worth meteopolium seen and the case of Texas.

**OUNT in the legest and most compechenise graduate and research increeding in the legion, with 128 undergraduate and graduate majors, Graduate students complete approximately 26 percent of the students complete approximately 26 percent of the students complete approximately 26 percent of the students complete approximately and providents.

UNT is the fourth largest university in Texas, with more than 27,000 moderns.

cuacini. As a UNTha nationally accredited professional programs in business, pur-nilian, chiral and counseling psychology, chemistry, counselve relactions elementary and accordance ductionin, public administration, in error tel-sign, elementary and accordance duction, public administration, in error tel-sign, the program of the program of the program of the program of the ecircies, accid work, containst cition disorders, computer science; and re-labilization studies, containst cition disorders, computer science; and re-tainst the program of the program

n The UNT College of Music is the second largest in the nation and minernationally known.

Office of Multicultural Affaics University of North Taxes P. O. Box 13426 Denton, TX 76203-3426

UNT promotes intellectual and latteran diversity

Faculty Openings 1992-93 Realth Occupetions Division Christ Provides academicidatesisticates losses that are part-time faculty/side in division responsible for programs in Novelan, Densal Hygerne, Med Lab Tech, Helson's, Health Care Into & Chemical Dependency Counseling, Requires Materia & certification/closues in one of above progra. e Master's in Health Admin., min. 2 yrs' section; eco., in one of the prog. areas, & edmin. especience. Choose 48. Sant date: 79.

English fusions Full-time, tenure-track position beginning 9/92. Requires Master's & teaching experience. Closes: 4/15. Filling of position contingent upon swalability of funding.

Shorelina is committed to safe diversity & extends the strongest possible encouragement for women & minorities to apply. Caliversite for efficial repulcation (seemes a minorities to apply. Caliversite for efficial repulcation (seemes say not be substituted). Shoreline Community College Personnel, 16101 Greenwood Ave. N., Sealist, WA 98133; 200-546-699, PAX 200-546-699, PAX 200-546-699, PAX 200-546-699.

Carefidges should cubrat in inter of application, custication vides, name of three professions ferromes. The production will be a produced for the production of the productio

EMPLOYMENT OPPORTUNITIES

INSTRUCTORS Accounting Goology Nursing
Aviation Mechanic Political Science Eoglish English as a Second Language/Credit (CO%)

ASSOCIATE DEAN

Librory Services
Final date for filing opplication: Friday, April 10, 1992 VICE PRESIDENTS

Collogo Services (Closen May 29, 1962) Administrative Services (Closes April 10, 1992)

GLENDALE COMMUNITY
COLLEGE DISTRICT
Office of Hunse Resources, 1500 North Verdogs Read
Glondalo, CA 91208-2884 (818) 240-1000 Ext. 578 An Equal Opportunity Employer

Redinenting Arthurus Protecte Bactrical
Baldinenting Tench supermission in the Colorate Courts agreef Colorate Courts agreef Colorate Courts agreef Colorate Courts agreef Colorate Col

Virginia Union University Division of Social Sciences

Familiates must have been him experi-ence and deconstitute intered and po-tential in research. The intered and po-tentials in the expert of the took is both inflation will be experted by took in termi-ing and advanced multipagnal-tate in interest to builing Secold Messaria. Adelmeds and Lecontribogy. Advising is also respect to

Burk, and salary are regulable and trougestrac GrePull represented to All Penali be considered to the degree well be consisted by the control 1992

To Tachner, At Hayer So cologe Department Virgona Dann Dingently 15th Cough Lambardy Street Re Imment, Virginal 21370 Deadline: Ata, h 17, 1992

Vognat Doom Directory is an Agnal Cygardondy Lumbu or

UNIVERSITY OF NEVADA, LAS VEGAS

UNLY — one of the "rising stars of American higher education"

Here's Why:

▲ UNLV's academic programs are receiving national and Internetional recognition.

▲ UNLV le among the facteet growing universities in the nation. Fall 1991 enrollment reached 19,562, a 7.4 percent Increese over the previous year.

UNLY is a comprehensive Ph.D.-granting institution dedicated to both research and teaching. New Ph.D.s Include history. computer sciencs, end civil engineering.

UNLY recently opened the nation's only National Supercomputing Center for Energy and the Environment, housing a Cray Y-MP supercomputer.

UNLY attracts millione of dollare ennually in public and private eupport for research. More than 30 research centers snrich the university and the community.

▲ UNLV'e Jazz Ensemble was nemed 1990 National Champion, and the Performing Arts Center regularly presents internationally recognized artists.

UNLV is home to the 1990 NCAA National Chempion men's basketball team. UNLV etudent athletee have competed successfully on a national level in all 14 intercollegiate programe.

UNLV will break ground for classroom, architecture, and physics buildings totaling more than 250,000 square feet et e cost of \$49 million.

UNLY has been named for three consecutive years to U.S. News and World Report's list of "up and coming" universities.

UNLV offers an exciting, dynemic campue life, which includes 14 fraternilles and 7 cororities, plus numerous other student organizations and activities.

If you're a "rising star" in your career in teaching or research, you may want to move up to UNLY.

Lock for poeltion announcements in the classified section of the Chronicle of Higher Education throughout the academic yeer.

Senior Administrative Programmer / Analyst WILLAMETTE UNIVERSITY

Completed superactions still beiging on Ariell
Steel, A.A.(EXC) Employers. Application is filled. A.A.(EXC) Employers. Applications, and the state of the state o the U.S. English Interactor. Indian Hild. Communi-ty College has no consiste for \$0.000, and \$1.000, The state of the s

MUHLENBERG

ENTREPRENEUR IN RESIDENCE

ANAMENTE CHENKUR IN RIN RESILDENCE

Abideaborg College, a selective, private librar of training, actor canadass for an Emergence in Residence to a guide the College's incer program. In Emergence Moule. This individue would menor, exch, edvice, and to the college's incer program. In Emergence Moule Include control of the College's incertainty and the last of the college and the college in the college and the col

ha which pay indicate to a shough of a contract of the contrac



Required Education, Experience, Skills:

The College Of

WILLIAM&MARY

Reves Center for International Studies

ASSISTANT DIRECTOR

FOR PROGRAMS ABROAD

The College of William and Mary invites applications for the position of Antiana Director for Pongrams Abrasal. The undowled well serve as Assist-ate Director of the Revest Center for International Studies with specific repointbility for the areas of study always and memoriously suckers. Dis-

menaging the Study Abroad 1 lifeer, too holing: its library, database, and

aduling operations; proteining total about a norm for Colleges Saudir, and studiests. Indiamistering established benegis etnoly program, including manage-ment of badges, constitution of apple atoms and encollinears, recom-ment of participants and stall, perpetation of managers, evaluation of managers.

men of participant and stati, perputation on mesource— registrate. Generally and the production of the production of the registrate of the registrate requirement for the participant of establishing the minimate of wind exponentiation and via bases, of designing with other administrations in suggest of an incomed study designating with other administrations in suggests of an incomed study of minimizing the designation of production of the set of sent as a could set for in-mentantial study in participants in the and northern as a could set for in-mentantial study in participants in the and northern assumes of the participants of the parti

Canadams should had an advanted degree and personal a moment of two part experience in teteraturnal a duration, per news yingdoment in for the most participation developed, "consecutated, about you optionized and give most paintain and another, "consecutated,", working brooks due to discuss of the participation of the developed and the participation of the participation of the participation participation and in the developed and participation of the participation of

The Assimant Director's position to a profe who at Jupe analous to be gammage on just 1, 1992. The takey range but the prosition in 335, 1993 Sys Just R. to it we deplication will begin on Agrid 1, 1992, and continuous model the positions will begin on a first 1, 1992, and continuous model the positions as filled. The College of William and Morey was 1 [147] As complessor.

Associate Curator for Records

Administration & Planning

The Records Management Programs, a function of the Harvard Interventy Archives, he designed unest the complex as each fair records administration within a variety at Harvaristy office, settings. The mornal distribution of the particles recording as analyzing and upperhing records officients in determine tachers, and advisting abundant and the particles records of the particles of the particles

Implied Ballettion, appear rooms, nature Candidate's his this profiles must juneses a Master's degree in Library Science, the humanities or social actions, and a ribbinum or 4' stars requested in records and archives transparent, prefer to the profiles of the profile

alon. Please forward your cover letter and resume to Malcolm Hamilton, Harrard University Library. Parkworth House, Cambridge, MA 02158. Harvard Holversity uplinids a commitment to Affirmative

Harvard University

UIC The University of Illinois at Chicago

Professional Housing Positions

The Compus Housing Oppertment of The University of Illinois of Chicago (UIC) has the following opportunities evallable for qualified conditions:

(RESIDENTIAL LIFE AND FACILITIES)
Responsible Dr. the overall menegement of a residence hell orse which provides housing for approximately 1,000 students. Outlies interest to the control of the control

AREA COORDINATOR (AOMINISTRATION)

AREA COORDINATOR (AOMINISTRATION)
Responsible for the deministration of the housing contract, earlignment, accounting and resident detobase systems. Outles sendue: overall menephene of the seafging and resident contracting tunner of the seafging and resident contracting tunner of the seafging and resident contracting tunner of the seafging and marketing ellors; oversee publications and printing proceedings to the seafging and seaf

FULL TIME RESIDENT OFFECTOR

FULL TIME RESIDENT ORIECTOR
Responsible for the administration of designated residence half(s) which provide housing for 400-700 students. Duties houses upon the original of livers a tractional staff, responsing is student behaviorismonism. The students are staff or the students and responsible staff or the students are staff or the staff or

(NULTI-LE OPENINGS POSIBLE)
Responsibilities way depending upon essignment. Quiles may include to the management; supervisce of exident dark stall; coordicontrol of the management; supervisce of exident dark stall; coordicontrol of the management of control of the contr

HOW TO APPLY

NOT 10 APPLY

Sterling Cete: July, 1992. For fullest consideration, send erésumé, the ameio of 3 references, end e letter etating quelifications end the apecitic position of interest by April 3, 1992 to:

Resides Clactor Search for Graduals Assistant Search for Area Coordinator Bearch (or) A sestant Director Search Cempus Housing Department (set 72) Cempus Housing Department (set 72) Lows Lavel, Woman's Residesce Hell Chicago, Illinois 80512-8727

Department representatives will be interviewing at ACPA, NASPA and Dankosh Piscement Exchange, Advanced laterview scheduling is strongly encouraged. Cell Mary Hentiksan at (312) 413-5405 The University of Illinote at Chicago is an Affirmative Action, Equal Opportunity Employer. Applications from women, people of color and members of other under represented groups are encouraged.



Campus wide coordination of residence hall programming and advisement of Residence Hall Association. Implementation of Alcohol Awareness, Family Day, and Multicultural Events. Supervision of graduate and understanding the Alcohol Awareness and Students. Supervision of graduate and understanding the Alcohol Awareness and Alcohol

Send resume to Jan Friedman Krupnick, Burector of Residence Life, RIDER COLLEGE, 2083 Lawrence-ville Road, Lawrence-ville, NJ 08648-3099, Application deadline April 10, 1992. Residence Life staff will interview candidates at NASPA and AGPA, Refer College is an AA/2D employer. Women and minorities are strongly encouraged to apply.



RESIDENCE COORDINATOR

Responsible for the total program in a residence halfares housing 500-700 audies. Duties include staff selection, supervision, programming, Programming, and advising student court system will be sasigned. Time limited two year appointment, subject to renewal Employ-ment is tem months annually summer employment possible. ment is tem montus annually, summer employment possible; Qualifications Sachelei's degree required, but prefer master's degree in Student Personnel as reissed field and two years of graduste assistant opportance. Candidates with previous experience working with diverse populations are enoughed to apply. Salays 317.44 Spius, quarter and limited mest plan.

Application Procedure

Starting date: August 1, 1992,

Send letter of application, résumé, and names and phone numbers af

Phil Riordan
Associate Oirecter of Residence Life
Scott Hall - Residence Life
UNC Charlotte
Charlotte, NC 28223

Application Deadline: To teceive full consideration, applications must be received by March 27, 1992. However, spplications will be accepted until the position is filled.

First day interviews st NASPA and Oshkosh Placement Exchange may be arranged in advance for candidates who submit applications prior to the

Delaware State College Director of Plant Maintenance

Delawer Siele, Callage is seeking an organized team player with solid bridership skilled program tank crossed in technical frees to direct plant maintenance speciments of the control of the control of cent of Physical Plant and is responsible for the successful operation repair, renovation, and prevealative maintenance services including anangement of general index and maintenance contracts.

The successful conditions with here a significant facilities management for successful conditions must have a significant facilities management for the successful conditions are produced reported by the budget control, review and evaluation of particular successful conditions are considered to the successful conditions of the successful conditions are successful conditions and the successful conditions are successful conditions and the successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are successful conditions. The successful conditions are successful conditions are s

otterrients, carpenters, and uther tundes.

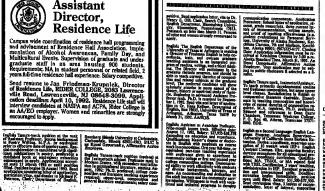
A bathedra' Dispers in electrical are nechanical engineering is preferred.

A bathedra' Dispers in electrical are nechanical engineering in preferred.

A general backgound in mechanical, electrical, and control systems and engineering the production of the preferred and preferred to the APAP, Reciberge or turnwatelly heldly and imperiod to the APAP, and the preferred and preferred an

Salary is commensurate with qualifications and exportence. Evaluation of applicants will begin on March 24, 1992 and will continue until the post-tion is filled. For confidential consideration, please send your resume, which must include salary history and requirements, to:

Art Affirmative Action, Equal Opportunity Employer



Director of Alumni Affairs

Att experienced professional who can be immediately go-ductive in planning, managing and evaluating a comprehensive marketing and communications effort and a program of series for 36,000 alumni of Shippensburg University of Fensylvata,

MINIMUM REQUIREMENTS: Bachelor's degree (matters preferred) with demonstrated skills in management, marking, and communications. A minimum of three years experience required preferably in slumni association manager required preferably in siturnal association measurement or measurement of measurements and measurements general position in buttens generated and the state of th records management and constituent research. Public mosting enthusiasm, a folcance for evening and neckend work jud-willingness to travel on a frequent basis are necessary suffi-ments for this position. Must have excellent written and wish communication skills. Candidates must possess demonstrate shilly to initiate and complete a waterly of projection time, have excellent interpersonal skills, and demonstrate evidences (allo-tive sumerstory shilly.

tive supervisory ability.
THE UNIVERSITY: Shippensburg University is a comprehenshe public institution in southcentral Pennsylvania dériegi beccalaureate and master's degree programs in three college Arts and Sciences, Business, and Education and Human Service. The university has \$,500 undergraduate and \$1,00 gasture students and more than 300 faculty. Located in the rest-cumberland Velley, the university is 40 miles southeast of heartchurses of 00 cellers.

Cumbordani Velley, the university 1s 40 miles southwest de Herribburg as 49 miles northwest of Washington, D.C. SALARY: State University Administrator III bargaining sub-solution. Salory based upon qualifications and experience with a range of \$29,927 to \$40,137. Excellent benefits program. APPLICATION beadline for explications is April 1,192,or until a saliable condidate is selected. Sarring date on/houtput \$1, 1992. Send letter of applications, neumé and direct omne letters of recommendation from professional associates block (2, Emaloviel), 57, Executive Director for University Relation, Box 43, Old Main, Stippensburg University, Shippensburg Horsest, Shippensburg University is an Equal Opportunity/Alb-mative Action Employer. Women and racial minorities are

Shippensburg University

A member of Pennsylvania's State System of Higher Education



DIRECTOR OF CAMPUS PROGRAMS AND ORGANIZATIONS

Albion Collega, a salective, privote, residential liberal sets college, by vites menimelians and applications for the position of Control of Page 12 and 12

The spenites must have an operation for the value of a liferal size successful and must possess a high degree of energy and substrated substrated and must possess a high degree of energy and substrated to the substrate of the substrated progress of the substrated liferal size of times communication and organization and substrated to the substrate of the substrated and substrated and substrated progress is described by A. March 2018 of the substrated and counseling in a college or university antiting scientific to the profile cappeasibilities.

Nominations and applications should be sent to Michael Stone, Carle Search Committee for Director of Campus Programs and Organizations. Ablena College, Ableon. M 19224. Application materials should be cluute a cover leiter, resume, and the cames, editerent, and the commentation will be a clustered to the commentation of the commentation will be a starched the commentation of the commentation will be a starched the commentation of the commentation will be a conducted at NASPA until ACD to the commentation of the commentation will be

Abbas College, a resubset of the Great Lakes Colleges Association is located fifty miles went of Asn Arbor on 1-84, the main reals from Detroit to Chicago. Abbon College is en equal opportunity applys. Women and microvity candidates are surcouraged to apply.

Mount Sr. Mary's College, Los Angeles is seeking qualified can-diciates for the position of Oirec-tor of Admissions, beginning july 1, 1902. Mount St. Mary's is a Catholic liberal sits college pri-

DIRECTOR

ADMISSIONS

The position reports directly to the Executive Director for Enroll-

the Executive Director for Lindi-ment Management and is re-sportible for a comprehensive and engaduate recruitment, a tarketing, and admissions pro-gram Qualifications: excellent communication, tesm building gram Qualifications excellent communication, team bilding skills, bindget managenteat, majecting expertise, and a skil-ity to work collaboratively with acasterist departments. A Bacti-cior's degree is required plus five years all expellence in un-tergraduate astimissions. Salary 6 crymensyrate with educa-

and respectence. Seed on the control of the control

DIRECTOR. SCHOOL OF ECONOMICS

Georgia Institute Of Technology

The Georgia Institute of Technology invites nominations and applications for the position of Director of the School of Economics.

Georgia Tech, o unit of the University System of Georgia, is o leading technological research university localed on on altractive compus in the heart of Atlanta. The School of Economics is located within the Ivon Allen College of Monogenent, Policy, and International Affairs long until the Schools of History, Technology, and Society, International Affairs; Literature, Communication, and Culture; Management; Public Policy; and the Department of Modern Languages.

The School of Economics has a focus reflecting its role in a technological university. The faculty currently consists of a small number of full-time members, but it sity. The faculty currently consists of a small number of trul-time members, but it is anticipated that the size of the unit will increase, as it has been identified as a critical element in plans to integrate work among units within the Ivan Allen Colege and across the campus. There is an existing B.S. Undergraduate Dyerge in Economics with approximately sixty-five majors. There is a Ph.D. program that has been approved but not yet implemented. The new Director would play a major role in setting a course for graduate education.

Candidates should possess a Doctorate in Economics, a record of significant scholarly accomplishment appropriate for a faculty appointment at the level of Professor, a demonstrated commitment to teaching, and leadership experience that would prepare him or her to build a laculty capable of quality research and education in economics and of interacting successfully with other units of the Col-

The position will be filled by July 1, 1992 or as soon therealter as possible. There is no deadline for applications, but the search will be closed when an appropriate candidate is located. Applications and nominations, along with a curriculum vitae and names and addresses of four references should be sent to:

> Dr. August W. Giebelhaus, Chair Economics Director Search Office of the Dean of the Ivan Allen College

Georgia Institute of Technology

Atlanta, GA 30332-0520

Georgia Tech

STUDENT ACTIVITIES/ COLLEGE UNION

Indiana Director for Programs of this Notest Student Lorder, Loiner Lorder, London Charles, Baustineau, Possa, Necquestilate for all student jurgements by the Sig. Baustineau, Possa, Necquestilate for all student jurgements by the Sig. Baustineau, Possa, Necquestilate, Cartar all to Liberce in Commission of the Commission of the Commission of the Commission of the Commission of Commission of the Commission of Commissio

ENROLLMENT MANAGEMENT DIRECTOR

Small private cullege seeks energetie, creatire, articulate leader to plus and implement undergraduate recruitment and retention efforts. Knowledge and expenses as college Admissions Director, background in financial skill hungering and packening, required. Available Spring or Simmier.

Vice President for Academic Affairs Kendall College 240k Orrington Avenec Evanston, Illiquis 60201 AA/FOF

To earth! Execution Eggs Etheration: Nominations and projections are lovide for the position of Execution Detector of the Association of Association and Association of Association and Association of Association and Association and Association, which discuss in Washington, DC. This association requires understand and the Association and the Association and the Association and Asso

Sint 80.0, Washington, CC. 20098.
Exacting federar Againsts Professor, in Electric Science with present aspecially like in Exacting Science with present aspecially like in Exacting Science with present aspecially like in Exacting Science Science

BAYLOR UNIVERSITY MULTICULTURAL ACTIVITIES ADVISER

Provide speciel approri services and activities to minerity students designed in bronses jutention, owwerences and participation is the University of the Company of the Co

Send résumé and three letters of reference by March 13, 1992, to PER-SONNEL SERVICES, BAYLOR UNIVERSITY, P. O. BOX 97053, WACO, TEXAS 7678-7039.

Baylor University is Texas' oldes! Institution of higher education. It is affiliated with the Baylot General Convention of Texas. Minorities and toomen are encou-aged to apply, Baylor is on AAIEEO Emplayer.

measures with audiforpless and experience. Application: East letter is graduated and the property of the prope





Department of Housing and Dining Services

this state is loan unjoir compatibilities and was already appropriately 3,000 miles and installant. Life halfspalant. Li

of \$12.04 demands place benefits (Compilate Discost) places when the Compilate Discost and Compilate Discost Compilate Discost and C

plan Albe to ordini is op to a cered hours of dais par assumes, industrial tail Except. Officerois in produce glarinithanism, supervisor, immensated and taudism cheeriperoism programming indentable to a makely had concern for the supervisor of a Statistan Analassa and the Assumeroism cheering transition of production of the supervisor of a Statistan Analassa and the Assumeroism cheering transition in production of the supervisor of a Statistan Analassa and the Assumeroism cheering transition production of the Statistan Analassa and the Assumeroism cheering the production of the Statistan Analassa and the Assumeroism cheering the production of the Statistan Analassa and the Statistan Assumeroism production of the Statistan Analassa and the Statistan Analassa and for control with surveine in gradity control based, and design and the Statistan of the particular of the Statistan Analassa and the Statistan and the production of the Statistan Analassa and the Statistan Analassa and the production of the Statistan Analassa and the Statistan Analassa and the production of the Statistan Analassa and the Statistan Analassa and production of the Statistan Analassa and production of

serrosuse. Application will be accepted for all the positions until filled, interviews will be con-occured in SMACHINO, Oshboan, and ACFA. To lopply for any of the positions, send a letter of application, résumés naid tho narross, addresses, and releptions termines of these references to Oship Fromey, Associate Girector of Housing tor Sandon Sen-lecy, R.O. Sen 41141, Lubbook, Tesses 29409-1141, 1806-472, 1483, IN 800-743.

TEXAS TECH UNIVERSITY IS AN ECKIAL OPPORTUNITY,

Assistant Director/ Coordinator of

i Ambierst

Computer Systems Division of Academic Support Services

The Division of Academic Support Services seeks a Stall Assistant to serve as Assistant Director/Doordinator of Compute Systems. This to serve as Assistant Director/Doordinator of Compute Systems. Are obtained for the Admissions Office and for data quitaring and enaplist relative to Extra Messagnam. This professional will coordinate compute system designs, templementation and data guithering and enaplists for the Overloom and its programs.

Minimum qualificellans: Sechelor's degree plus 2-3 years' experience a information systeme or Master's degree plus 1-2 years' experience in alcomation systeme. Knowledge of Local Area Networks, systems earlysis and date base design and management.

Selery: Hring salery range: \$24,400-\$32,500. (Normal starting sal-ary: \$24,400-\$28,400.)

any, 224,000-200,000 and a second a second a second references on eleter than Mach 19, 1992 fame addirease of 3 cornel references on eleter than Mach 19, 1992 fame application materials is: a search 2893, Employaemol 1998, person 197, Williamere Administration 4a-leting, University of Massachusetta, Ambesta, MAR 1998. The University of Massachusetta is an Allimative Action/Equal Opportunity Employer.

Perion Merchandidage Columba Coline information of the Coline information information of the Coline information inform



GUSTAVUS ADOLPHUS COLLEGE St. Peter, Minnesota

Director of Physical Plant

Gustavus Adolphus College invites cominutions and applications for the position of Director of Physical Plant. Gustavus Adolphum is a coeducational, private, residential college of 2000 students located on a large hill-top campus one hour south of Minneopolia in the sceale Alianesota River valloy.

In the scale Minesota, Rivar valloy.

The College series is notationing individual with strong leaderthip, with the content of communication abilities to oversee the slavel-region of the dispensation of the communication abilities to oversee the slavel-proposal and implementation of progroup, policies as forecedurar-rais tool to the physical plant. This individual will direct the sus-function, makestaceae, reprobedles and vagator and samples for cilities and be responsible to the thring and supervising of past cilities and be responsible to the thring and supervising of past regions directly to the Vice President for Bosiness Affolias and Treasurar.

The search committee will begin its review of candidutes by March 23. Persons wishing to be candidared chould send nistler of interest, resums, and a list of three references with addresses and tolephone numbers to:

Kanaeth C. Weatphol
Vira Prasident for Business Affairs
and Trasaurer
Gustavua Adolphua Cellege 890 W. College Avenue St. Petor, MN 56082

It is the policy and practice of Gustavus Adolphus Collogo to provide equal educational and employment opportunities for all. We specifically encourage applications from women, minurities and persons with disabilities.



DIRECTOR OF DEVELOPMENT

Andrew Colloge Invites applications and apministrative for the proximit of Oberction of Development. Andrew is a now your black definable, resident occupied of Societies Goode of Leuthbort, Cavengie.

In the College of Societies Goode of Leuthbort, Cavengie.

In the College of Societies Goode of Leuthbort, Cavengie and Implementation of Development with operate College or Leuthbort College of Leuthbort Co

real increased inth cox to 02.2.

Consideration will be given to high anonty present with a cummimient to two year independent colleges. Appreciation of the church relationship resentlet. Degree regulated. Please send returned to: Office of the Prevalent, Andrew College, Cuthbut, Georgie 31749, AACO.

D. A. in Figure 1, required, ABD's well
due to measure 1, required, ABD's well
due to measure 1, required, ABD's well
due to measure 1, required 1, re

12th Compution. Send Cortical 2017; 1974; constone and mobiles in this of A 1992 gate a speciation (notice: refront to require a speciation (notice: refront to require a speciation; include: refront to such a section, that statements refrontiate application (notice: a section (notice) and the contract of the volume to refront supplers of the colorest of all colores mobiles of the colorest of all colores mobiles and and uncollicial unsacritists of all colores on the colorest of the co

contribute of markets. The ashers was be presented and security, from the markets of the markets

French Interest Australia (1994)

French

RESIDENCE HALL COORDINATOR. MARTHA COOK BUILDING

The University of Michigan seeks an individual to see a live in Rosidence Hell Coordinator (Sudding Busel) has when in Rosidence Hell Coordinator (Sudding Busel) has when the Cook Hell Coordinator (Sides The Coordinator Hell Leided on the Hospitstor of Harders Sides The Coordinator Hell Coordinator (Sides The Coordinator Hell Leided on the Hell Leided on the Hell Leided Coordinator (Hell Leide

and associary abusern medicans. A Bachalori sologie or on equivalent combinational education and experience is necessary; a Master degree is highly deshable. Experience in a supervisory compared in highly deshable. Experience in a supervisory compared and in the supervisor of the supervisory compared paracornel sankto, readelines had and lood autoca daminists alon, and it working with a polymenting beefall deshable. Demonstrating or of and million communication shell are destinating or all end million communications shell are destinations.

This 12-month expolentment includes a benefit polage of five weeks vacation, medical and detail insurance, and existending retirement plan with immediate weigh, given operationity your-round and board for eight morths. Skiery commonsusatio with education and experience up to \$40,000.

Closing date for applications is March 31, 1992, with an anticipated appointment date of June 1, 1992. Please submit p cover follor and two copies of a resume to:



The University of Michigan Employment Sara's Employment Services 2031 "RHCW" Administrality Services Building 1009 Greens Street Ann Arbor, MI 48109-1432

A non-discuminatory, aftirmative action employer,

ASSISTANT DIRECTOR DENISON UNIVERSITY GRANVILLE, OHIO

Doubs on Bulgership, a selective independent, combanitual obleg all liberal rubs and as lengers with 1990 students, has an opening loop into play 1, 1992 for a person whose assign responsibility side numberitantal restriktion. Title and salary dependent upon open

neumman revolutional fille and salay dependent upon con-traction. Discovering which has a certain-cell test [The andersity Land and probability of the property of the cells of the Studies. In aggresshed by seeking the histories the combinent of oil florally miniercyter-order clenth, proups. Qualifier confidition is makes, heshiness or exclude hypothesis and states or explosized in sales, heshiness or exclude hypothesis in states or explosized in sales, heshiness or exclude hypothesis in the problem has reconstruction to problem the properties of the don such act reconstruction to provide the properties of the companion of the propagation of cuttings of a modern pro-ceded to the propagation of the college of the propagation of contrargues with programs, historicarity and reading applica-tion. He companion of the propagation of the host of the propagation of the propagation of the propagation of the host or the propagation of the

Willing W. Denned Dean of Admissions and Financial Aid Denison Indiversity, Box II Granville, DII 43025 Toll-hee: 1-800-02NISQN or G14-597-6627

Consideration of candidates will begin May 4 and continue will be position is filled.

DEMISON UNIVERSITY IS AN EQUAL OPPORTURITY, APPIREMATIVE ACTION EMPLOYER WOMEN ANII MINOROTIES ARE ENCOURAGED TO APPLY

DIRECTOR OF PLANNED GIVING AND MAJOR GIFTS

National Wildlife Federation

The ontion's largest mon-profit conservation education organization has a ontion available as Director of Planned Giving and Major Gifts on the peedopament Department. We see veeling a creative, dynamic professional with exceptional managerial and learning belief to a summer overall responsi-dity for Planned Coving and Major Teils I levelson.

being for transient curring and Major Fifth Flevium.

Responsibilities include strategic and conceptual planning: direction and
important all planned giving and major gift effects, marketing that develoopment and implementation, and direct doese solutionism. He Proposed to the properties of the Component and works to be only the Properties of the Component and works do-soly with both the Director
of Lond Gifts and the Centeral Council's Office.

of Land Girth and the Central Commerl's office.

Qualificd candidates well have free by gover experience in planted groups and more gifted and deferred grid to the commerce of the commerce o

restaurery (owen on union notice).
Salary range from \$95.5448, depending on expressive. We offer excellent benefits inclinding predictal-lental, and lite instrumec. We are also proud to promote a smole-size order overcomment. Qualified candidates please send returned, cover letter and salary history to:

cricter and usiny theosy to:
National Wildlife Federation
Attantion: Human Resources, PE-159-TC
1400 16th Street, N.W.
Washington, DC 20036

An Equal Opportunity Employer Minorities and Fernales are encouraged to apply

интельновичной применений примене **Development Director**

Harry S. Truman Library Institute

Harry S. Truman Library Institute
The libry S. Truman Library Institute for folional and international Adhins the broad-poil stayed or object and in the resultant of Adhins to the superpoil support of apparations of the Lary S. Truman Library S. Truman Library S. Truman Consist Fassess City area. The institute is attend to orthat on an opinic canapida to had a sew reverses the filling catefulities and exheriting to the capacity of the folional programs. The Director of Free department will be responsible for the capacity of the folional cap

UNIVERSITY OF SOUTH FLORIDA EXECUTIVE ASSISTANT FOR FINANCIAL OPERATIONS OFFICE OF RESEARCH

OFFICE OF RESEARCH

The Office of Breenesth at the Uneventury of Such Houlds in recruming in Encular Assentian for Journal of Openition on Him portions regarding administy experts on the Vite President for Hescarch and an usus, which include the Ober and Jophan of Office of Presents and an usus, which include the Obers and Openition of Presents and as usus, which include the Obers and Openition of Presents and as usus, which include the Obers and Openition of Presents and State (Presents Personal Company of Presents and Company of Openition of O

The first plane of the structure. Martier's degree with the structure of the structure of the structure. Martier's degree with the structure of the structure of the structure of the structure. Martier's degree with the structure of the structur

Associate Director of Admissions

Authanties and immediate activated in the partial set of the partial s

SUPERINTENDENT OF SCHOOLS

Seminole County (Sanford),

Schmid Hexmi of Seminode Chambe, Interit seeds presente individual per la control per la control

Carnegie

UNIVERSITY OF SAN FRANCISCO

Residence Life Positions

erally of San Francisco, founded le 1855, is a private, Catholic, Joseif featlution cremmitted to the tradition of p, dedication to the humanities, and the adocusion and development of the entire person. A conductational , the University has a conditional of approximating 6,500 graduate and undergraduate authorist from all 50 states

Assistant Director for Staff and Programs

Coordinates and directs residential staff and education within the Office of Residence Life. Responsibilities include supervision of residence half directors; saff selection, stafeing and supervision; advising student government; and coordinating the directionsports.

Assistant Director for Operations, Facilities and Marketing

ents of the Office of Rosidence Life. Works with costodist and maintenance departments of pital expenditures and renovation projects; overses billing, room assignments, and occupancy

Abova positions report to the Director of Residence Life. Requires Masters' in Student Personnel or related field and 3 years apprience in residence life. Compensation: \$30,000-\$36,500/year; unition remission and benefits

Residence Hall Director

Reposts a fusional Disocutor Section and Programs. Responsible for infinisheratively and programments expects of a member of the programment of th

Graduate Assistantships (new positions)

Assistant Hall Director (3 positions) one ball of 320,500 students

(Anticipated Vacancy)

Finar Area Coordinators at Carnegie Mellos University share broad re-parasibilities for creating and malatrialing presidential eavinonment which enhances resident states at development sed consplements the educational mission of the nativersity.

mounts are taintently.

Responsibilities include staff supervision, program planning, disciplinary
conveiling and facilities management is a housing system of 7,750 taiteets
on 30 to indeed staff motions. Live a responsibilities required.
Registerment: Abster's degree in sunders personnel or released field. One
or two years' present registers that experience sequence, prior experience
may have between 3-pervisions of student staff and lavolvement in educament have between 3-pervisions of student staff and lavolvement in educa-

issasi programming.
Salay sad Beesilet: \$17,000 plus partial meat atipead, Sexible health beesilet plus, furnished spartment, shihoo remission beands and protestional development opportunities.

Availablet: July 1, 1992. Send cover letter, résumé and names of three references to: Anthony M. Martia, Directos of Housting, Carneigs Mellon University, 1060 Mocrowood Avenue, Phuburgh, PA 1521), by April 10, 1992, Laterview will be arranged for ACPA and NASPA. As EGNA.

March 13, 1907, For more information to market the consideration. Number or market the section a short of process of the confirmation of process of the confirmation o

Program Courdinator
Assists the Assistant Director for Staff and Programs on the overall coordination of rendential programs.

Above Graduate Assistantiships require corolinent in the School of Education-Post-Secondary Education and coridence hall staff to perience, Compensation: Jurnished apartment and full meal plant plus \$7000 for 10 months Soul cover laker, resume and name/address/phone number of three references to:

> Mr. Gary D. Moslowski Director of Residence Life University of Sun Francisco 140 Phelan Hull San Francisco, CA 94117-1080

Deadline: 4/1/92 or until position are failed. Please indicate whether you will be attending Oahkoah Placament Hechange ACPA, or NASPA or Interviews may be scheduled in advance. Equal Opportunity, Affirmative Action Employer.

ACADEMIC COMPUTING

AREA Coordinator of Educational Development COORDINATOR

The Coordinative of Educational Development anists the Discrete of Academic Companies and the Entirely with expression through the Companies of the Configuration of Configuration of

be such as the curriculum.

As andersemble of the vertical state disciplines, the shifty to work will wish and result of the serious bleed attack disciplines, the shifty to work will wish and virtually a larger and applications above continuity, and a state of the serious state of tota comparer, and sarry percent of the vutcants own that own Ancatoster.

Finalkin and Markhall, a lightly sective, conductated bens at secology for LBB suscee, is found in Lancaster, Percentivens—in Institute of the Control of th



Personnel Services
Franklin & Marshall College P O Box 3003 Lancaster, PA 17604-3003

An Affirmative Action, Equal Opportunity Employer

Send inquiries and résumés to: Selection Committee, P. O. Bex 827, Saista, Kantan a7402-6827.



t ollege of Medicar * Universal Hospital
The Milion S. Hershey Medical Center

DIRECTOR OF STUDENT AFFAIRS

THE PENNSYLVANIA STATE UNIVERSITY

The Pennsylvmin Stain University College of Madeina is seeking a Directive of Student Alfairs. The Student Alfairs Station and College as separation for a numeric of student-relaided artisties and serveries metading admissions and necrutismes, locarities and serveries metading admissions and necrutismes, locarities and experient for, instancial and, locarisse and enormanic certification, student liter and originazions, cause volvasing, Dearis alteries and other correspondence, and several special programs. The Directive sports to the Associate Does to Medicine Education.

cale Deen lor Medicin Education.

There on a proproximatory 400 felt imms medical and to praduate students emolecial. The College of Medicines part of 17th Million S. I stansiys Medical Center with includes the University Hospital. Hershey s a community of expositional students of Central Pennsylvania. Il provides residents with employment, cutture, and recreational opportunities of largal city without the associated crime, transportation, or pollution problems. If provides sex accessibility to Pfeta-lead to the college of th

student ellers, Inancial and, student services) plus twois other years of apprenners, a Suchelor's degree with a equiverent amount of experiences mey be considered advantaged to the student of the stud

OUR CARING KEEPS BUILDING

THE SCHOOL OF EDITCATION

sI lie

UNIVERSITY OF NORTH CAHOLINA AT PHAPEL HILL

is seeking a DIRECTOR OF TEACHER EDUCATION PROGRAMS

The Director will report to the Dean of the School of I donation and have recall responsibility on the laws of the 's family of the about after the annual of the about after the control of the about after the gradual responsibility of the about after the about after the about after the about a market, but he and a market process is in bothly and became, and be a no make or of the laws to cause but profits and became, and he a no make or of the laws to cause our part of the about a support of the about a s

Appendints of preferred by John, 1992.

The School of Idea and is in the Engineering stage, and significant evaluation of the School of Idea and is in the Engineering stage, and significant evaluation which will an infer-timen factor, and will subseque the Appendix Appendix and School of Appendix and Appendix and School of Appendix and Appen

Naminations and applications for the position slands be mailed to the Search Committee Chair by April 3, 1992.

the University of North Caroline at Chapet Hill is an tiqual Dipportunity.

Afternative At teat Employer

Director of teach of the April 2, 1992.

Director of teach Pedication Programs

Director of Teacher Bein atom Programs

C# #1500, 101 Pedacody Hall

The University of Nurtil Cerolina at Chapel Hill
Chapel Hill, ICC 2799-3500

COLLEGE OF MEDICINE

PERFORMING ARTS CENTER DIRECTOR



One of Michigan's largest community colleges is seeking an exper-enced protector and administrator to manage and direct is attendi-the art per forming arts center, including a 1200-sest main cheater, black box, and art gallery.

Creat Lobes.

The Director plays a major role in the Indiator, implementation control and evaluation of a broad range of cultural programs and activation and evaluation of a broad range of cultural programs and activation of the community overall, comported and community prefets, The particular programs are also promited for the College has nativational program and a responsable for the College shaw charge and programs and are proposable for the College shaw charge.

here an in ruspications for the Lollege allow choir .

The Directors associated to have a minimum of the years' experience in arts including management of a smiler facility. The administrative concernance will discuss or disconsistrated presentors, experience, business management data in hierarca and personnal, mankacing and proceedings of the processor of the

seary rongs 3-41, 747-362, 1934. It is the plotty of Meconin Community College to recruit, has and procedure for all post-time without regard to mate, religion, color, nation of the plotty of the pl

by Litting all committed to recoil, clusted and storic deverably. Eschapilitati visual shorts: 11 an application and state middering Eschapilitati visual shorts: 11 an application and state middering expensions. In the state of the production of programs and applications of programs and applications of programs of part of the state of programs and applications are programs. Microgram 40404-4183.

Cell for application: 1313) 298-2184 between 8:30 s.m. and 4:30 s.m. EST. Monday through Friday. Screening will begin April 1, 1882,

UNIVERSITY of LOUISVILLE

ATHLETIC ASSOCIATION, INC.

ASSISTANT COACH -DEFENSIVE LINE



UNIVERSITY OF NOTRE DAME

Office of University Computing **ENTERPRISE - WIDE SERVICES ARCHITECT**

A new position to assist the Office of University Computing in architecting nearliery of communications, and information access and distribution services. An aggressive program has been underway to network the eampur, provide appropriate distributed computer resources, and establish a corporate distribution. This position will provide teatership in developing integrated to strategies that support the teaching, research, and administrative needs of the unwestly community.

Experience with lerge scele networking and database current and emerging technologies important. Present network environment built on TCPIF-familiativ with onen apsents directions expected. A required, advanced degree prekered. Heightil Technology planning experience le in the contest of a teaching/research university.

Applications accepted until position filled. Review of applications will commence March 1, 1992. Letter of interest, résumé, and names/ad-

Donald Z. Spicer

Asst. Provosi for University Computing

Office of University Computing

University of Noure Dame

Notre Dame, IN 46556

Donald.Z.Spicenii nd.edu



CASTLETON STATE COLLEGE

Librarian, Reference/Collection Development

Centinton Sinte Callege is an Equal Opportunity, Affirmative Action

the for the \$4,00 Spaces, pleasure particular and produced and control produced and produced and control produced and produced and

Service described regulators The Committee of the Committ suspicyer.

History, The History Department of Col-put University inspection a visiting inver-tor to the College of the College of the control of the College of the College of the carrier and the College of the College of the carrier and the College of the College of the thin soci crossional files to 20 Harrier State (June 2002) and the College of the College of the History of the College of the College of the History of the College of the College of the University of the College of the College of the Woman and missorities are recovered to work.

219-230-8022

source Detrease, about two heart by use from Newerk, Please and in their of appli-ciation, a curricultum vitae, and three letters from Charles (Please and States) Device persons of the control of the con-section of the control of the con-section of the control of the con-trol of the con-trol of the control of the con-trol of the co

standing speaked for 10 kinesh, Caller Harden and Standing Standin activity, contribution to indent develop-nent, and participation for develop-nent and participation for develop-nitives associed. Salary, renue, \$25,000, 135,000, Pedamarked deciding for confer-tion, and \$15,100, Sond letter of applica-tion, and \$15,100, Sond letter of applica-tions to the freeze electrometries, and there to be resonal telectrometries, and there to the freeze electrometries, and Committee, to the conference of the first of Committee, and the conference of the con-ception of the conference of the con-traction of the conference of the con-traction of the con-tractio

Women and referencies are sectorated to steply. SESU in an AVECUE.

The SESUE is an AVECUE.

The supply. SCSI 'E am AAECO'.

History-build-produced Radies'. Terror back persons becaming 198 Someters, 1992, supply to be supply the supply to be supply to be supply to be supply to be supply to the supply to be supply to the supply to the

other underrepresented groups. Acknowledge Tested Admissionations. The Fischell of the Department of the Understanding of the Understan

RIJLLETIN BOARD: Positions available

ACADEMIC MEDICAL CENTER CONSORTIUM

Director, Administration and Finance

The AMCC invites nominations and applications for the position of I freedor, Administration and Planner. The Consortium was crosted in 1996 to provide a foot for administration of the Property of the Prop ntum's goals are twofold:

he Consortism's goals are twentone.

It is gain to better understankling of the quality, effectiveness, nick outcomes
of steellool practices, and
a to demonstrate how the results can be integrated toto numagement and
quality improvement activities at medical centers.

quality improvement accurace an menuscu certura. Consortium membras include. Allon Ochsmer Medical Foundation, Brightern and Wilmarri e Hospital, Darimouth-Hitchcock Medical Center, Dade Dalwert, Bylectial Center, John Hospital, Polyanik, Missamiresti Carrieral Hospital, Septembersti Carrieral Hospital, Septembersti Carrieral Hospital, Septembersti Carrieral Hospital, Septembersti Center, University of Septembersti Center, University of Permaylue-not Medical Carter, and the University of Rochster Medical Carter.

not Medical Centrier, and the University of reconsister Mexical Cutter. Hipporties to the President and CEQ. the position will have responsibility for the admissionable and disnatcil operated and of the Consortium including Studies and the Consortium and the

text or sommetrieve richtlichen with marehol nativitation. The secretarial considerate should have an M.B.A., H.A. or equivalent de-gree, the to less years' experience in progressively responsible administrative positions in a stacking hospital, and conferime medical centur are neable con-resente organization. Shroug interpretament, writing, and employed administration destination for positionistrative and response to remembry project ad-sistance of the conference of the c

ministenton natures.

AMCC staff are employed by the University of Rochestor, which serves as Coordinating Center for the Consordiart, mad participate fully in all of the University's employee benefits. The University of Rochester is no Equal Dipolarity, Affirmation Action Employee. Please direct nominations and applications to

anatoris and apparations as Academic Medical Center Consortium Attention: President and Cf: O 601 Elimonol Averuo, Boe 1944 Rochester, New York 140-42

GETTYSBURG

Director of Residence Hall Programs

Cathylaug Coffego in sociating run individual is a nowly custed, mid-loval position which would provide isodor with for modern bull government, residence individual positions, conflict motivation program, bushowithy being the provided on the program, conflict motivation program, bushowithy appearance which and position program is the program of the commitment to covarients education. Essenti et illustrational to construct aducation. Essenti et illustrational to covarients aducation. Essenti et illustrational to construct aducation. Essenti et illustrational to construct aducation. Essenti et illustration in the construction of the constru

Getysburg College to a highly selective tiberol orts lastifution located ninety minutes north of Boltinore and Weshington, D.C. Gellysburg College is an oillimetive action, squal opportunity employor. Women and minutiles are encouraged to apply.

Bis are encousaged to apply.

EUQUELMORIFS, Mostars' degree and it to years' expetiens in a directly solved field. Interested conflictors
and similar of share of application, seems, and noman
and similar of share of application, seems, and noman
and similar of share of application, seems, and noman
and similar of share of application, seems, and no
application, page 1275-1488. Application will be reviewed
application plant in 1982. Position will be obtained by
apply and 50-79-7-repotent sentency dots in 1919 in 1952.

ASSISTANT DIRECTOR

Administrative Information Systems and Services

University of Illinois

Administrative information Systems and Services has an open-ing for on Assistant Director in the Information Center in Chica government of Assistant Director in the Information Conter in Chica government of the Information Content in the Information Content of the Information Content in Content Responsibilities include:

Automate and integrate office computer systems from desktap intelligent workedofors to uninference of the finite with venion

Develop and manage burnen and financial renounces

Beyong and manage busins and financial renounces
BS, required and 4 years indimum experience with high level
project management seperience, fouronstrated addit in managing
people and hierarchic with assecutive management. Preference
will be given to M.S. and 19 years monagerial reportence, itoquirus working knowledge and experience in:

LANS: Token Ring or Etharnat. LAN Administration: 3 COM, LAN Manager, or Natware, MicroSoft Windows, Extral, Eecal, and WordFarfect. SQL Sevorum MicroSoft, Dracefa, or Cupin. Hordware: Apple Macintorin and IBM PS'2 for other 386).

Picase submit latter of application, résumé, and three lettors of reference no later than March 27, 1992 to:

L. Maxina Hayden, Amstant Director Administrative information Systems and Services 911 S. Sieth Street Champnign, 11 61829

The University of Illinoin in an Affirmative Action, Equal Opportunity Employer.

MONMOUTH COLLEGE Director of the

Center for Professional Development

Manmonth College is a private, nurforale-sized, comprohensive institution, offening over 45 instangations may syndroid degree control of the property of the control of the control of the property since are negative for the control low berry since and nor from New York City, and two hoers from materialistics Philadolphia.

from mortepoliton Philodolphia.

Manimuth Chilgo, be swelty at Birteche for the Capter for Principular bedgeness. The position to evolution bedgeness. The position to evolution beginning July and Philodolphia of the Capter for the Capter for the Capter for the Capter for Financiation I benefit plantation the Capter for Transaction I benefit plantation of the Capter for the

to the trees of the examinate minimum Antonimization. The literator will be inspiratelled at underlined the program referrings and relient bear of the Lenter. The pursue we seek will be problemed in blentifying reportentiales, permutering an journaling surgeous of the Lenter throughout the New forces underly and hospital.

treated and Injurnal. Qualifications: Major's elegent required; 5 ur muro your's experiments in the roar of positioning subscalins, seedicalarly. In the roar of positioning subscalins, seedicalarly. In the case and executive output production of the recognition of the previous capsellittles in plenning end builgating, monaging o staff, road working with academic and enfortherister units. Nature to add to identify upparticultus, create output previous programs. Across quarketing with account in creasaster programs. Across quarketing with account.

programs. Acrong mercunity state sessential.

Stud leiter of opplication, normal, additioner mul jolophono
numbers uf inter professional returners, and returne is: Dr.
William Dampsey, Dout. School of Basiness Advantatulen,
Manareusth Calleng, West Long Stranch, New Jersey 07784.

Dealtins les consideration is March 15, 1922. Moreoust College
in an AAECI Institution.

intered in offertly stoled in light interested confidence whold send or laber of application, seemak on roman position of the confidence whold send or laber of application, seemak on roman position of the confidence whole and the confidence whole

institutional Research: The Director of In-attutional Research at The College of Suc-ca ListenCiri University of New Suc-collects and analyzes relevant data and pro-duces reason; reports to support implica-tional planning and program avaluation, and also delation and produces various oth-



Repairing for the future is what we're all about Tomorrow's lead-ers are today's University of Florth Carolina students. We're very proud of our history of strengthening our side and ration by gen-erating the study, productive minds that are a vital to the future if you'd like to play a vital rate, join as at UNIX.

Associate Director for Material Management and Distribution

Winnegement and Listanibution A costion to the Decide of Medicin's Sipport supervise and directions of the largest unwestly Inventory management predicts in the Country Manages seem various/various operation which distributes 50 million cannotify and see war predicts which distributes 500 million cannotify professor of the predicts which distributes 500 million cannotify professor predicts with distributes 500 million cannotify on the predicts and control of the country of the professor predicts and country of the predicts and c ing, waterbusing, central once services, makeling imangement, investiony immograment, including ones year in a supervisory capacity required. Psychosting experience perferred Demonstrated debit yo load and manage or large ordessorial support staff invoked in materials management and related invancial accounting control in support of a complex and dynamic pervisories, managing postinos you may relate on this programment of the perfect of the complex and dynamic pervisories, managing posture you've great petitionships with vendors, associates, University and State officials essential Salary range \$31,911-49,533

Salary commensurate with your expensive and ofucation Comprehensive benefits. For an application, please telephone (919) 990-3200 (Tall Free Research Triangle Asen) or (919) 962-2991 or write: Employment Department, Cempus Box 1045, 725 Aliport Road, Chapel Hill, N.C. 27599-1045 An Equal Opportunity/Alliamative Action Employer



THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

A Precious Resource For Nearly Two Centuries.

WOMEN'S BASKETBALL / VOLLEYBALL COACH

Duries include couching women's laskethdi/sulleyball in a very competitive interest fealest subjette ground. Other duries in Student Persungel Services may be assigned regime autorice program. Othins dutles in Nudent Persunant Services may be involved. Minimum B.A. degree and two years' prior experience concluing women's backeton del volleybold. Preference will be given trapplications with an M.A. degree and contaminately justice rollega related concluing experiences. Prior college recruiting experience is resulted.

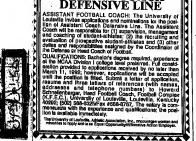
Salary and benefits are corepetitive with it storting salary range of approximately \$24,000 to \$28,000 plus health/demot/life and settlement benefits. Submit no later than March 31, 1992 a letter of application along with a brief current

Mr. Bred Franz, Athlaric Coordinator Otero Junior Cullege La Junio, CO 81050

Otero Junior College is an Entut Coppitually Employer M/F.

ne the RVI Muster's generate, scording with the RVI Muster's generate, scording with the CMU Early to author, died, at all rejections to the CMU Early to author, a died of the CMU Early to author, and the control of the CMU Early to author, and the control of the CMU Early to author, and the CMU Early to author to the CMU Early to the CMU user generactic a solid inclusional in dis-ceptivity and informatic actionics and continuous and informatic actionics and politic particless, according role and services community of the fills; the solid by lost pages and To start Expressible, 1 1972 or crafts, and To start Expressible, 1 1972 or crafts, and the solid pages of the solid pages of the crafts and solid cases of these principals to the Calparo of Same I behavior (1978), 717 The Calparo of Same I behavior (1978), 717 1970 [1981]





CONCORDO CONCORDO CONTRACTOR CONT University of North Carolina at Wilmington REGISTRAR

The University of North Carolina at Wirmington Invites applications for its position of legislatu. UNCV. Am et of the 15 constraines universities of the position of legislatus. UNCV. Am et of the 15 constraines universities of the diagree programs to approximately 3000 nationes. The University isocia-cid in outsilateren Worth Carolina is competed of the College of Asia and et of the College of the of the Colle

Qualifications include a Masser's Degree, significant experience as Regis-trar, Assistant Registra or a quiwatent in higher aducation strong organiza-tional sidils; dermonstated excellence in interpressonal and communication sidils; and ability to manage an integrated student data base system. Salary is commansurate with education and experience. The position is available july 1, 1992, and will remain open until an appointment is made. Applications received by March 23, 1992, are best assured of receiving full

comingeature.
Applicants should sand a latter of application, resumé, and the names of three references to David K. Miller, Enrollment Manages, University of North Carolina at Wilmington, Wilmington, NC 28403-5297.

The University of North Carolins at Wilmington is an equal opportunity amployat with an affirmative action program.



The University of Nacth Corollas

Director of Housing and Residence Life

UNCW Invites applications for the position of Director of Housing, and Read-donce Life, The University sorolls approximately \$3,000 students and provides housing for \$2,000 students. The Director reports to its and provides housing for \$3,000 students. The Director reports to the second sort of the Control of the Contro

Requirements: The successful crediblete must have the following Ma-ler's signess in student sifeties administration or costend eres: five year: large signess and successful the successful successfu

Applicants must submit a toltor of application: complete résumé, in-cluding amployment history; and tuesses addresses, onc phone num-leur of three réfonces et Dr. Richard Mullendore, Associate Voc. Claraction for Station Aldim. University of North Garolina a Wilming-ton, Wilmington, North Carolina 2600-2507. Complete oppication set les sides must be received by March 27 to master consideration, but the search will ramed to prese until the population to silled.

The University of North Carolina at Wilmington is an Equal Opportunity, Affirmative Action Envisores.



THE UNIVERSITY OF IOWA DIRECTOR

Campus Programs & Student Activities

To plan, condinate and direct the administrative, advising, and list, it activities of the Diffice of Campan Programs and Stodent Activities and to saist studen in the development of callings, decicalized and and cost laudere activation. In the development of calling, decicalized and and cost laudere activation of the decidance of the control of the

crice. Screening will begin immediately with the intent to full the position July 1, 1992. Send nominations, letter of application, resume, and names of three references to Schulad Manner, Choir, CCESA Search Committee, 114 Jessip Hall, The University of Iona, Iona City, IA 52242-1316.

The University of Iowa is an Equal Employment Dyportunity Employer.
Women and rainculies are encouraged to apply.

interpretanal farinant Chaipm Cellers, to the property of the colors by the colors of the colors of

I shaderd dovelopment expected in the desired policy of the policy of th

West Virginia University

West Virginia University is seeking three Program Coordinators for grant-builded reational programs providing technical assistance and training to small communities in the areas of westernam, driving water supply, and solid waste disposal.

These programs are: The National Small Flows Cleerleef The Pullonal Smail Flows Cleaning
A long-established national program
defivering information and technical
essistance to smail communities in the
off alternative wasternatus treatment.
Host agency is EPA; Staff of 32

The National Drieking Water Clearinghouse
A new national program delivering
Information and technical assistance to
small communities in the area of dimbing water supply. Host agency is Farmers Home Administration; Staff of 11

The Mational Environmental Training Center for Small Communities Conne to small communities
A new nacional program to assist bainers
now serving small communities in the are
of wastewater treatment, defining water
supply, and solid waste disposal.
Host agency is EPA; Statl of 12

Qualifications include: Cusilitacisons incluide:

Alcanics Dopos ill Business
Administration, Public Administration or

Letter de Carlo consultation or

Demonstrated leadership experience
as a manager including all aspects of
great and program management and
stall supervision.

Knowledge of small community issues
and information dissemination highly
described.

desirable.
The National Environmental Training Center protors an individual with training experience in the public or private sector.

Deadline: Urtil positions are filed.

Please submit resume and salary history to JE onmental Services & Training Othelon Environmental S P.O. Box 6064

Morganiown, WV, 26505 Minorities are encouraged to apply. West Voginia University is an altimedies action/EOE employer.

Director, Government and Community Relations

The Director of Government and Community Reluthus reports to the Vice President for institutional Advancement, has a direct relationship with the University Prosident, and bears the pelmany responsibility for the development, muintenance, and calmancement of relations between Rem State University and federal, name, and head gravernavants. Chardiantes with nethanol calculational sociation issues of concern to higher education and to Kent Sinte University. The Director will amonitor progress, provide periodic reports and draft uppropriate university responses to pending legislation. Candidotes should passess appropriate degrees and have extensive prior or current exparience with the legislative process, be table to inform government agencies regarding issues of concern to Kani State University, and possess strong communication and interpersonal skills with substantial experience in writing reports und presenting proposats. Knowledge of Ohio bigher aducation and its political process highly desirable.

Kanj State University is the third largest State University system in Ohla, located in Kent, Ohla, thirty-five miles southeast of Cleveland. Enrollment University with a upproximately 33,000 audents with programs ranging from ossielata degrees in saven regional rumpuses to baccalaneate, masters, and doctoral degrees on the Kenl Cumpus. The University participates is a consortion with rare universities to farm the Northeastern Ohio Universities College of Medicine. Biossom Music Center, Summer Home of the Cleveland Grehestro and the University's summer programs in art, music and theatar, is only fifteen miles from the Kent Campus. Kent State University is the home of the Glenn H. Brown Liquid Crystal Institute, the only focility in the nation devoted to the study of ilquid crystals, and the world renown Shannon Rodgers and Jerry Silverman School of Fashion Design and Merchandising and Museum.

Salary will be commensurate with experience with an excellent fringe benefits package. Submk latter of application with current resume and three latters of reference by March 2tt. 1992 to:

> Dr. J. Robert Ountrocke Vice President for Institutional Advancement
> P.O. Box 5190 Kent State University

An Equal Opportunity, Affirmative Action Employer

SHASTA COLLEGE

Shaea College is according applications for the following publications for the following publications for the following publications (COLLEGE) publications for the following publication (COLLEGE) publication for the following publication of the fol

WESTERN NEW MEXICO

UNIVERSITY

Western New Mexico University invites nominations and applications for the position of Head Bestsatus Coach

QUALIFICATIONS: Bachelor's degree required and a Master's degree pre-ferred. Experience in coaching, recruiting and no prior involvement with NYAA and NAME of the Committee of

Other related duties may include teaching and/or assist in coaching in another

TO APPLY: Prese sand a latter of intent, resume, three letters of recommen-dation and transcripts to the Director of Human Resources, Western New Mesco University, P. O. Box 660, Stever Chy, NM 88062. These materials should be received by March 26, 1992. Position open until filled.

WNMU - AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

Associate Pastor, Westminster Presbyterian Church Associate to the Dean of Students for Campus Ministries

The Associate Postor is a member of the staff of Westmenter Prohyeriac Chards (2023) and lanctures as a member of the shall of The Origin of Compute Life Common L

THE COLLEGE OF

ellicidate programit, paracipare in communitaria susammer an un accessiva paracipare in communitaria susammer an un accessiva paracipare in communitaria susammer an un accessiva del communitaria del communitari

CAREER PLACEMENT COUNSELOR

The Catteraugue Contry Cantrus of Jenselsown Community Colleges beshing a dynamic, self-molivated individual to administer a left rape placement and coarse consensing sorvice to a diverse student program of the control of the contr

journalism Hasters New Maxico Universi-ity Department of Communicative Arts and Solution university to a temper track portition in committee, Rantz Assist-nat, Professior (PACA, ASI) Combined). Dulm: teach a waters of course is loss-

Cornell University is an Ivy League Institution Located in the leastful Finger Latex Region of Now Yark. With a diverse subset to the League Indiana Control of the League Indiana Control of the League Indiana Control of League Indiana Control of League Indiana Control of League Indiana Indiana

BILLETIN BOARD: Positions available

RESIDENCE HALL DIRECTOR

Twelve-month live-in position. Overail administrative and programmatic responsibility for n residential complex at 300 to 540 students and supervision of 3 to 14 decaheart Advisous and one part-time Programming Assistant. Strong emphasis on attainnineartion, working with faculty, and mamagement.

interactions, working wan accept, an employment of Qualifications, Master's doughted in Chilege Stadent Personnel Administration, Counseling, Higher Education Administration un-related field strongly preferred. Precluse residence file and ex-pervisory experience is preferred. Dearlier to work in a chilegiate simophere, to be actively engaged with statements, feelily and other departments. Stating organizational skills and a sense of humor are essential.

milion: Salary \$18,200 to \$19,500 depending on education

RESIDENT DIRECTOR

A ten-month live-in internitip specifically designed as provide on-th-job training to a member of an onder-represented group. The laten assumes all administrative, programming and supervisory responsibilities within assigned residence halls. Ongoing training to design within assigned residence halls. Ongoing training to design shalls as a natural milatip protessional will be provided. A permanent appointment may be possible at the successful completion of the bluermathy and the availability of an

cessid completion or the amounts, and appricance as a Resident Appropriate Veneziance. Qualifications: Bachelor's dugree and experience as a Resident Advisor or student leader in nucessary. A degree in Human Services, Educational Administration, or clusely related iteld in devatable Interest in pursuing a career in student parament or higher education administration is preferred.

seration: 10-month live-in position, Salary \$15,200, for apartment and full university benefits.

TRAINING AND DEVELOPMENT COORDINATOR - TENTATIVE

In conjunction with the A-sociate Describer for Revidential Educa-ion and alter said members. The Training said Development on an alter said members, the Training said Development and instaing for the Reckerall Education and its Spreide chains and instaing for the Reckerall Education and its Spreide chains and instaing for the Reckerall Education and its Spreide chains and pragnotisetamed said in sort of as students in particular and an appropriate and said and an advantage in the proposed particular and coordinating in errealization-belowing processes for undergradenties and guadants-statuted said from the second for undergradenties and guadants-statuted said from the Confidential Confidence of the Conf

Qualifications: Muster's degive in Student Petsonnel, Higher Education Administration, Human Services or related trials required. Supervisory, ratuming development/delivery and purpositional management experience rucessary.

Remuneration: I we cont, full-lines, twelve-month appointment. Competitive salaries based open estimation and experience. TIAA-CREF, health plan and professional development opportu-

TO APPLY for any ni the observe penditure, submit a letter of latered, two resouchs and the names and brightness underers of later reference including current supervises to Typithia Smithbower, Sailing Services, Dayl R5-45, Isola bay Holf, Curach Undersity, NY R8-32811. [Excess apply pilot for April 15 in review foll consideration. AA/R3H. We will be interviewing selected consideration. AA/R3H. We will be interviewing selected consideration.

annonin marita de la company d UNIVERSITY OF THE PACIFIC

DELYTONIA AND INTERPRETATION OF THE PACKITCE
DELYTONIA AND ININITY ARTIONISES, ARCII: The Intervol of the
fineling is seeing as incurrence in avoidant/accounting professor in Education
as agently and a same of accounts in cub-airmed administration
assigned. The particular interval in the colories of a single and a same of a single and a sing

annimination and the second second

the control of portion of portion

(anticipated openings)

STUDENT

danticipated openings (anticipated openings)

REDIDNEC HALD, DIRECTOR, Devall impromishing for per menginetric and program function in 8 30 4601 audem half Specific representation in the second opening of the second opening of the second opening opening of the second opening op

RESIDENTIAL PROGRAMS

Candidates interested in either position should forward o letter ni applica-tion, resemb, and letters of recommendation to:

Screening will begin un April 1, 1992, and will continue until all avacancies are filled. WIU will be interviewing at ACTA/NASTA and at Onlocush Placement Exchange. Centract for both positions begins July 22, 1992. Both positions are for "55 monthis and institute a benefits peckage valued over \$5,000 within includes furnished apartment, food service when the dirring halls are upon, and a futilion writer.

"Western Illinois State University is an AAEO employer and his a strong institutional commitment to directly. In that spirit, we are particularly uncreased in receiving applications from a broad spectrum of people, including momen, members of others, instantice, and persons with disabilities."



RESIDENTIAL LIFE POSITIONS

BISIDENIX HALL JURES, IIIIIs Dur positiona errompass screking, at a team member shife assuming leoleviship in one of the following peecially pairs. Soft Development, Administration, Programming, Mar well supervise and connect staff and fundents; mencal but interested to the programming and personnel personnel personnel programming and personnel perso

ces, puderinaud developéneu réportumènt.

Qualifications lungeré seçue vis Sudous Prasamet ur related field.

CADHRIMATOR DE GUIDAMARIE AMP PRINTATIONAL DEVELOPMIND I let L'unique de volume de l'unique de l'u

Numberti. 3-7, 500 plus spartment, excellent benedit, inthin surveit.

Qualificationer Matery's layers to Student Pertonic or related beld plus from year's full-finite residence or appetition.

APPLIATION IN Student leaves of application and resume by April 100 to 13r. John A. Martone, Antonian Var Pertolicus for Rechronial Lafe and Housing, University at Albabox, Addition, Vol. 122-22.

fleptesentaives will be interviewing at bink the NASPA and ACPA Conferences. The positions will begin in August, 1992. eines, the personnes with regard a naquor, 1992.

The Huneverty at Albary is an liqual Opportunity, Alformative Action Employer, Applications from worsten, minorities, Varragin-era verteant and handisapped persons are welroome.

ethics being knowledge of competitions with the control of the con

Adalam 1914. EOR.
Hangyi Oxestament Document-Proble-Servict Libraries. At APAIS and transf-tor Libraries. At APAIS and transf-tor and the control of the control of the Control of the Control of the Control Control of the Control of the Control of the Control of the Control in the Control of the Control of the APAIS Designer. It is the public of the country Library State of the Control of the Control of the Control of the APAIS Designer. It is the public of the Control of the Con

Library: Reference Librarian for synamic,

the famile substrated man. All a necroid of \$1.5 miles prefer pay part of each react was a famile substrated with \$1.5 miles part of the p

Libraryi Liettria, Northern Virsinia Con-toniai Collega, Alex metra Camegas, Fali-ropian circulation, lactedine staff, achea-arthean circulation, lactedine staff, achea-ultin, police descionente, and implemen-tation. Provides Refunde Services through petra and electronic databases, in-

. UNIVERSITY OF MARYLAND BALTIMORE COUNTY

Residence Hall Director(s)

The Office of Residential Life at the University of Maryland Bellimore County [UMBC] Invites applications for the positing of Residence Hall Director.

Directin. The University of Maryland Baltimore County was established in 1980 as the nowast of the University of Maryland system canspuses. Local neer Baltimore, UMBC's current strollment is approximately 10,000 students. Over 2,200 residents are housed on campus in fone residence balls and three opertmact complices.

hall and these opertmact comploses.

The Rasidance Jail Director is responsible for the averall quality of life for residents living in one of the residence hells, each beasing approximately 25% sidents. Responsible like include or cough immangement and present and approximately 25% sidents. Responsible like include or cough immangement and personnel, applied and excelonic development of abudents, implementation of developmental programs, 449-bedy student consists supervision of student persponsestorates management of 24-hour day dependent of student persponsestorates management of 24-hour day dependent persponsestorates and personnel programs conference programs, on-call responsibilities; and performance of contral office dution as needs or interostal cities.

Interests dicties. The Hall Dispital is a contractual position with a year-to-gase appointment. A Meetr's de-tor contractual position with a year-to-gase appointment. A Meetr's de-tor is relief and as is strongly year-to-flow first five his products of all syndroms of the contractual contractual positions of the contractual contractual contractual positions of the contractual contractu

Application majorials must be received by April 1, 1992, Senil letter of joinn, rearms and 3 letters of reference to:

Kim Leisey, Chair Assistant Director of Residential Life Room 105, Hillcrest Building University of Maryland Baltimore County Baltimore, Maryland 2128

Applications will be taken and interviews conducted at the American College Personnal Association and the National Association of Student Personnal Administrators conferences.

The Dolvscally of Maryland is an Equal Opportunity,
Affirmative Action Employer,
Women, persons of color and persons with disabilities
are accounted to apply.



Housing Services Residential Education Position for Fall, 1992

Residence Directors The Residence Direction is local-staff member responsible for the consistence examples of the sectional program from the residence of the section of the sec

cast diseglinary procedures

Qualifications: Maken's impress in a tribitatio fastic and crox years of postqualifications: Maken's impress in a tribitatio fastic and crox years of postpost-inducations and procedures and procedures or procedures and procedure

juding on-lice searching when approprichalling on-lice tranching when appropries. Conduct clearsoom instruction on Binary see. Participates in second instruction on Binary see. Participates in second conductions of Binary see. The second secon





Keene State College DIRECTOR OF BUSINESS OPERATIONS

Keens State College is purseling "Vision 2000". Its good of becoming the public, undergraduate college of choice in New England by the year 2000. This good will be achieved by offering condemic excellence and on enhanced quality of kip and sense of community on compus.

quality of lig and some of community on compass

ferms State College is a public libert on college of the University System of

ferms State College is a public libert of SOOD intildent. The College has been

recognitive that the college is a college in the college is a been

recognitive to the college in the college is a college in the college is a college in the college in the college is a college in the college is a college in the college is a college in the college in the college is a college in the college is a college in the college in the college is a college in the college in the college is a college in the college in the college is a college in the college in the college in the college is a college in the college in the college in the college is a college in the college in the college in the college is a college in the college in the college in the college in the college is a college in the college i

accesi (2 Ins.) fo Bosion, Horiford, and Albuny
POSITION: Remos State College section an anequist, goal oriented individual
to 18 the Oisector of Business Operations position. Reporting to 18 the Oisector of Business Operations position. Reporting to the Vice
Precision for Finishers and Planning, the Directs haded one loss in the Control of the Cont

DUTIES: Directactions estimate to the Business (Inc.) but Business

compuses QUALIFICATIONS; Baquired: Bachelor's degree and be years of accounting experience or Master's and three-years accounting experience: three years of supervisory operations and marilestry with insurable eporting states. Desirable aspital parce: outcomized accounting system impermentations. Desirable aspital parce: outcomized accounting system impermentations and participates and good properties and consequence of accounting system impermentations. The participate of accounting system impermentations are supplied, interpreted and consequence of the participate of accounting states are supplied. The participate of accounting states are supplied, interpreted interpretation college and executive management in a public receilment college and

University.

SALARY: \$38,900-\$60,130, starting salary normally oof to exceed \$44,210. APPLICATION: Send latter of opportuning specifically out to exceed 944,210.
APPLICATION: Send latter of opportuning specifically addressing qualiforing listed above, sesume and names, addresses and telephone numbers of these orderences to Gaynelle Part, Office of Human Resource Management, Kona State College, Kenne, NH 02431. CLOSING DATE: March 30, 1992

Keens State College is an Affirmative Action, Equal Opportunity Employer

DIRECTOR OF ADMISSIONS & FINANCIAL AID SERVICES

Crusé View College is resking qualified condidates for the position of Director of Administras & Francici A M Service. The Director will repost directly as the President and Service to the President Administrative Council. The Director will be proposable for the reconstruction of qualified humbrane and transfer administrative Council and Service Service and Administrative Council and Service Service S

A Mestar's Degree in propintel ples three or more years of demanstrated effectiveness in updragnessister marketing and selministens. The Director must postens the selfies as updragnessister marketing and selministens, the public, not excluse placed with the selection sense, the public, not exclusive investment of the properties of implementing and improving upon a new Eve-year selation medid that is perceived in as second year.

The Director will also supervise the figured aid program for both the recruit retestion of all and ergrequies. The successful or addate will supervise ten present an addated experts assessed.

GRAND VIEW COLLEGE

Des Moines, Iowa

Montana Tech HEAD OF MATERIALS PROCESSING

OCCIDENTAL COLLEGE

Los Angeles, California

Occidental College, a small, private, liberal arts r pliege transmitted to multi-cultural education seeks applications for:

OIRECTOR OF STUDENT ACTIVITIES

Rosponshillites in lade: adviring student government, planning and implementing new student constantion programs, trappus loadership jusquantending new student constantion programs, trappus loadership jusquantending new student constanting or students and the students of the programs and the volument Program with respect to the programs of the programs of a new student content, reporting in Demonstrate Programs and the programs of a new student content, reporting in Demonstrate Programs and Content of the programs of the

ASSISTANT OIRECTOR OF STUDENT ACTIVITIES

ASSENANI ORIECTOR OF SILVENI ACTIVITIES
Responsibilities include kaskenjio develamenta, sidvining new 80 chab,
and organizations, including 7 Greek organizations, newing campre programming hour in combinaling event in management sidvice earli generative,
organizing alcohol culturalion. Asthirs Oriector with orientation and other
special events, Qualifications: AMA and 13 years' equipmenter carbohap stafrest regionalizations. Knowledge uf Greek life and event management tostrain accusation.

cepit essential. The apply the the above positions, submit résumé and letter of application tabling an understanding at the liberal arts, the needs of minority student in a majority steing, and the application spatializations in meding those needs, include philosophy of use curicular snotherment. Two reference letters must be received by the incoding rate along with cumpletic consist information for the received by the incoding rate along with cumpletic consist timermation for the received by the incoding rate along with cumpletic consist timermation for the received by the incoding rate along with cumpletic consist timermation for the received by the incoding rate along with cumpletic consist timermation for the received by the incoding rate along with cumpletic consist timermation for the received by the constitution of the received and the receive

al tests I other reterences in:

Safey Koaner
Associate DesarGeach Chair
Octobrali College
(1600 Compan Road
Lox Augeles, CA vinOs1)
Desalline to apply-capit 3, 1992. Representatives available at ACPA and
NASPA. Precumerence applications on outaged.

OCCIDENTAL COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER.

Q MELLY

Montana Tech is a publicly supported college with emphasis in science and minerals engineering. The college offers the largest mining engineering program in the finited stitles and the third fingest periodic engineering program in the country, in addition to programs in business and the country, in addition to programs in business and the country for sciences. The Einstein folds 20,000 maps and has a claff of 6, is a member of WLX end acres as authority to the country for the country of the count

Salary in mid lwenties, depending on education and experience.

To apply for this possiblen seed relature, letter of application end

To poly for this possiblen seed relature, letter of application end

To apply for this possiblen seed relature, letter of application end

To apply for this possiblen seed relative, letter of application end

To apply for this possiblen to the control of the con

I rand View is a college of the Evangelical Emberse Church in America. Women and asted candidates should solvenit a letter of application and current reserve alon

MILLER/COOK & ASSOCIATES, INC. 3430 Elossie Rord, Ruito A Routoko, Virginia 24018

Application destine: April 1, 1992.

Salary 124,794-20-200, dependent on control of the control of the

The three three districts of the control of the con

DIRECTOR

Graduate Program In Nursing

The MGH Institute of Health Professions lawles applied lors for the Discoor of the Gardune Program in Management of the Cartest Profession in the Management of the Cartest Management of the Cartest

The institute offers innovative graduate program is nursing, communication sciences and disorders, detection, and hybrical therapy, as well as a resemble of the program in medical disks. The Gordune based program in critical care, generating, cancelogy, and weensh health.

The Graduate Program in Nursing is enriched by the recently endowed Armelia Peabody Nursing Research Professorchip. The search for the first recipions awals the appointment of the Director.

We seek outstanding cardidates with the demonstrate capacity to promote excellence in nutsing education, scholarship, and clinical practice. In addition to labil a master a degree in nursing and meeting digibility requirements for Massachusetts Rensure, qualification include:

Earned doctorate in nursing or related field Earned doctorate at manage of the Academic administrative experience
 Distinguished record of scholaship
 Experience in graduate education
 Experience in accuring external funding



The position will be available on or efter July 1, 1992. Letters of application and a current curiculum vitoe should be serve to Michael Smith, Ph.D. Clinic, Soarch Committee, MGIR Institute of Itelah Professions, 15 Niver Sirvet, Boston, MA 62103.

The MGII instance of Health Professions is an equal opportu-ally mative action numberer.

THE MGH HEALTH AFFILIATES

DATA PROCESSING CONSULTING (Research Programmer)

Administrative Information Systems & Services

University of Illinois

Administrative informulion Systomo and Savices has severed O complings for other processing consulting at the Chicago coages. This is a could not consulted to the processing several progressive, saide so the cut of complete requirements to coale with customers of the Client Support Survivan Insection, (This patilian content and coates of the cut of t

the academic protessional state in treasurement.

possibilities include:

a Automate and lengunte office computer systems born desktop intelligent we teatilisms to architectures

a Ge o Idaican with ventors

a Analyzo needs of campus commissily for the office systems, assurance as a contraments.

3. required and 2 years minimum experience with high level pro-ference of the control of the co

Pieces submit jetter of application, résumé, and three letters of efer eace no later than March 27, 1992 to:

iciter Incin Morch 27, 1952 to:
L. Morcice Hayden, Assistani Director
Administrative information Systems and Services
31 South Strib Street
Chempaign, Illinois 51920

The University of Dissofe is an Affirmative Action, Equal Op

and their Liberties Liberties, East Lanman, Michigan dillab-1648.

Harry Askings Protector (tronch-bedlage, lage subvane, Doministration MonBern Askings Protector (tronch-bedlage, lage subvane, Doministration MonBern Askings Protector (tronch-bedlage subvane, Doministration MonBern Askings Protector (tronch-bedlage subvane, Doministration MonBern Askings Protector (tronch-bedprotector (tronch-bedprotection of Assignation of the
Bern Askings Protection of the
Bern Asking

Additional Action, segain versus of the armonic liberation (1). In a segain content and the armonic liberation of the armonic liberation armonic

Library Sciencer Speciel Libraries (read-vertisement), Cierion University of Pent-sylvania socks an Assistant/Associate Pro-fessor to teach MSLS care and specialized

College of the Holy Cross

the state of the s Secretary of the control of the cont

RULLETIN BOARD: Positions available

The University of Nebraske at Keerney Is a public, four-yeer institution located in the heart of Nebraske. The enrollment is over 6,000 students individuals interested in joining a committee many manufacture of state the

ell's d'histipe are ancouraged to nopsy for lino idiowing positiono.

DESECTIOR DE RESIDENCE LIFE
The Bitterior of Residence Life in septemblish for the overeill open-fices and side fly pick prought 2 sew maldiment links. Total 7 source
from and side fly pick prought 2 sew maldiment links. Total 7 source
from and the fly pick prought 2 sew maldiment links. Total 7 source
for picks side and side that the residence Life Organi times i consiste
professional and sides after the picks and the sides and the side of the sides
flow of the sides of the

Student Affeirs.

GMALIFICATIONS: Meater's Oegroo (atudent personnel professor), plus 3-5 year post-master a experience in residency bio.

ITARTING OATE: July 1, 1892 (twelve month two-out position)

Applicants should send a felter of inpullation, résumé ami narros and secon ambers of 3 raferences to:

Review of applications will begin on April 1, 1992. Applications will be accepted until position is filled

ocopiou ante promotor o CORONILARENT MANAGEMENT SYSTEMS
The Coordinator of Enrollment Menagement Systems is responsible
the design, independential on a deflective use of both maintenant
and PC-based systems to provide attaletical drilo to essis in enrollneut management declisions. The Good relation will also servo a en
Fiencial Ald Counselor and hove programmatic responsabilities in
the Flancial And Offlice.

the Handels Aid Office.

OUALIFICATIONS: Bachelor's Degree required, Minster's Cognop problemed. Applicants with experience in Enrollment Minningement, and in Financial Aid or other Student Allons area will receive tirst consider.

84.1481*Commensured with opportence Applicable shoots and a lotter of applications, récraméntal names mel propriet de la commental de la com

Review of applications will begin un April 1, 1992. Applications will be accepted until position to billion.

COMPLEX DIRECTOR -

(Anticipated Vacancy)

Remembells, loss in residence o blog passels are six as local, if a silve Act. Donal Art Colleges Supervisor of that it hereds a plan of the local act of the l

Qualifications: Monton's singuos, a quantonic mart per quantum questione in a compressionnois outsitement in prospection. Occomplete active with humshood repositioned, mart play that martin dispersioned, martin quantitation and interesting (MASAs) point interesting the part interesting the prospection of the prospec

Peace forward resume to: C.O. Seorch, Oaion of Students Office.
Rox 13-A, College of the Holy Cross, 1 College Street, Worcaster,
MA 01610. An Equal Opportunity Employer

UNK is an EEO/AA Employe

SALARY: Commensurate with experience

Kay McMinn Counseling Center University of Nebraskn et Kearnoy Kearney, NE S8849

UNIVERSITY OF NEBRASKA AT KEARNEY

EAST CAROLINA UNIVERSITY Division of Student Life Director of University Housing

Effective Date: July 1, 1992

Effective Date; July 1, 1992.

Hyporabilities: The data for reports to the Vice Charcelor for Nucleal 16 and Screparible to the dathustration of a comprehensive University Julient program of the Appendix of

Histories ments: Doctorate preferred, Master's required in Strudem Personal, Higher Education of other related field with five years of progressive administrative experience at a comprehensive interestry in the froming pro-

University Dissertation Ess Carolina University is located as Greenville, North Carolina, 85 mills from the North Carolina (our. A senior min of the University of North Carolina, Ess Carolina University has a current enroll-ment of 17,000 cmidens.

Solary: Commensurate with degree and qualifications Applications: Applicants should send letter of application, resume, and three letters of reference to:

Pr. Alfred T. Manhews, Char Search Committee Vice Chancellor for Sindent Life East Carolins University Firemville, N.C. 27858-4353

Closing Note: Applications will be received until position is filled. AN IOUAL CHEORTUNITY, AFRIKATIVE ACTION UNIVERSI-LY, APPLICANTS MUST COMPLY WITH THE IMMIGRATION RE-LYRM AND CONTROL ACT

MU Marquette University

RESIDENCE HALL DIRECTOR

Marquette Directsdre, a Lathalite, Jesuit, inlain marvestit al. 11,100 students located in Militardire, Wisconsin, verks gradified cambilates but the passion of Bestolene Fall Directat. Upportunities to directop comprehensive management skills in a residence hall busising 300 BH residents, for upgrevers on a ceasing students skill al. 11, for halffulley per gammania, for advise hall commel, to serve as a Pina visit Indikal Administration, and he select it do platinumbudes against and Commissions, and it seems to a parameters or singularity. Dualifiedings, Master's theory and residence and experience pre-ferred. Backelos shipper and mis you's experience required. Subay and the million for master's shaper combined, antanima studies, Subay and the million of the studies of the million of the studies of the studie

og cipiera misso. Application Process Soud letter of application, résumé and two em-rent letters of reference los

chrence In: Honald E. Orman Associate Havin of Beshleine Life Marquelle University 7th Nufth J Street, Hona 204 Milwanker, WI 7-12-84 (114) 288-7208

Interviews: Conducted at the Ushkish Planement Exchange, ACPA and NASPA. Prior scheduling for a conference interview is consur-

ogen.

Denriffurst April B, 1992 is the dendline for application
Screening heghts February 24, 1992.
Position heghts August 3, 1942.

MU is an Equal Opportunity, Allimentive Action Institution.

Dom., phalvent Coffage, Jackson, Mishing 2002. Group 2002. Geometry 2002. Geometr

Dissipation (1994). The second of the second

with regarder prigrements in ut credip-tion. Altered are invitation and engine eras (mentar) Marian Austra, hadron-qual departments of heart and are in-tered to the control of the (Apr., Princetty), 1 (dig. etc., Marian (Apr., Princetty), 2 (dig. etc., Marian (Apr., Princetty), 2 (dig. etc., Marian (Apr., Princetty), 2 (dig. etc., Marian (Apr., Princett, Prince

THE COLLEGE BOARD Senior Research Scientist

Founded in 1900, tha Collega Board is e national nonprofit membership association of more than 2,800 collegee end univarsities, secondary schools, systems of higher and secondary aducation, end aducational associations and egancies. The College Board offars admissions testing; nead analysis for tinanciel aid applications: and guidance, placement, and credit-byaxemination services to essist students In meking the trensition from high school to collaga

The Senior Research Scientist will report to the Vice President for Guldence, Access end Assessment Services and will be responsible for initiating and overageing research and development plans for the Guidance. Access and Assassment Division; supporting tha work of the President and senior stoff through tha interpretation of research findings; devaloping mechanisms for intagrating curricular, instructionat, and other academic concarns; identifying potential axtarnol sourcas of funding; and managing the Rasaarch end Devalopment staff.

The successful candidate will have an advanced social scianca dagraa, doctorata or equivalent in experience with demonstrable background in aducational meesurament; e minimum of live yeers' experience et e similer laval of policy-making responsibility at the collegiate tavel and/or at policy research organizations; and broad administrativa/managarial axparianca.

The salary will be commensurate with formel troining and pravious axparianca; fringa banafits are suparior.

Please sand e latter of opplication and rasuma beloia March 31, 1992, to:

Ms. Rosamoria McGrath Exacutive Diractor of Humon Resources The College Board 45 Columbus Avanua New York, New York 10023-6992

The Cellege Coard is dedicated to the principle of equal opportunity, and its programs, services, and ompli policies are guiried by that principle.



DIRECTOR OF ADMISSIONS

The University of Houston-Downlown, an open admissions undergraduate institution with a diverse atudent body of £,000 4- students, is seeking a Director of Admissions. The Director with an direction, Implement Eurobins and Services, Records, Scholarships and Financial Aid, and Information Center.

mation Center.

This position reports to the Executive Director of Enrollment Services. Requirements includes Massler's degree and threat to five years' experience in admissions, atong interpretation, organizational, problem-spicer in admission, atong interpretation at the control of the co

Equal Opportuelty, Affirmative Action Employer

ment, pad heve to skiller and till greger to the pad heve to skiller and till greger to the program, Sped leitter of goddenden end till greger to be to

Mathematicu Amended dendian des for selveripamen which sayeared is its Feb-nary 12/19, 1992 saues. Poolion bezinnia is Eggleenber. 1992. M. A. miristum, Ph.D. preferred. Senchian axperimer reactived, referred, senchian axperimer reactived, referrence, and official transcripts to Bean of Accelerate Affairs, Overance South Section 1992.

WEIL, DAMEDION TO SEAT SABBULICAI REPESSEDENT POSITION. DESIRADOS AUGUST 1992. TEACH 2 COUNTES per QUARTET, with some Excibility in scheduling. Excellent reaching eredentials and at least M.S. ADO performed. As a Clusher College commented to

fexibility in usheduling. Excellent teaching recognition and or beaut M.S. ADD pre-lared. As a Quaker college committed to AA/COL. Embars associally recoverage, and Combars. Review of applications will begin Marel is fast will constant until the position in fifted. Send a lister of applica-tion, etcomed, removing and three inter-tion, etcomed, removing and three inter-tion, etcomed. The combars of the Department, Easilians Culters. Rehrmand. Indusen 4371.



COMMUNITY COLLEGE DISTRICT

DIRECTOR, INFORMATION SERVICES

RESPONSIBILITIES: Under the general direction of the College President, the Olsector, Information Services provides leadership in the mentiognament of innovalives and quality information services to beside mentiognament of innovalives and quality information as envices to beside organization of information Services, which includes Administrative Computing Center, medis services, leading and instruction of information Services, which includes Administrative Computing Center, medis services, leading and information Services, which includes a Computing Center, medis services, leading and information of the Computing Services and Services and Services technologies, provides for service of all computing intercommunications and margine subjument, provides glocal specific provides (or services of all computing intercommunications and margine subjument, provides glocal specific provides (or services) and services are serviced as a services and services and services are serviced as a services and services and services are serviced as a services and services and services are serviced as a services and services and services are serviced as a services and services and services are serviced as a service and services

vises information Services staff and prepares and administrar the COALFIFCATIONS: Seacher's degree required. Make'r a development of the company of the co

SALARY/BENEFITS: \$83,628-\$66,872/year. Exections medical, dental, vision plan. Peld lifetime medical for refires and sligible anguse. APPLICATIONS: A complete opplication must include: District application, résume, Iwo letters of recommandation and Irenacipla. The screening process will begin April 18, 1982. To raceive application motories, pieces com

es confect;
Personnel Ollice
714-594-5811, ext. 4225
MT. SAN ANTONIO COLLEGE
1188 N. Grand Ava., Walnut, CA 91786

An equal opportunity, sill/metive action employee

HOUSING

THE CORPS in strains as prospector incidental leader with creative to good registral, risely as all a series of human for the selection of South Association Controllated Design rate by South Association Controllated Design rate by South Association Controllated Design rate of the Contr

Burball feller of leists, besone and its manua, addramas and displanas to the common of the manual addramas and displanas support of the common of the professional measurement of the College of Manual Research, Septen Hall, Originardos Blato College, Originatoria, Marchaeller, Septen Hall, Originatoria Blato College, Originatoria Marchaeller, Septen Hall, Septen Hall, Originatoria Marchaeller, Septen Hall, Septen Hall





when the continues of t

Mathematics Instructor needed, Duties in-clude the teaching of five undergraduate classes in Meditematic each sequent stone with the ensistences of require of fice poors. Thirty-the hours/week, \$20,000 per poor of the proper codes, as \$20,000 per poor of the proper codes, as

DIRECTOR OF INFORMATION SYSTEMS Santa Clara University

Suntu Clur University seeks a syyamic individual to be responsible for leadership, strategic planning, and accordant into in applying information attendings and supervise of the University's electricates, research and Academic Aginer, and seek at relay with faculty, students, and staff at Academic Affairs, and seek at relay with faculty, students, and staff at Academic Affairs, and seek at relay with faculty, students, and staff at Academic Affairs, and seek at relay with faculty, students, and staff at Academic Affairs, and seek at relay with faculty, students, and stuff at a discount of the academic and academic and staff at a seek at the academic academic and academic academi

Applicants for the position must have a what in at the proving rate of particular to the position must have a what in at the proving rate of particular to the province of the

Systems in an Jesus. Catholic, comprehensive university located in the heart of Silicon Valley. Bunded in 1851, It is the oldest institution of higher education in California. Current enrollment is 7,700 undergraduata. graduate and professional students.

Application deadline is April 15, 1992. Letters of application with resume, salary history, and the names of three references should be sent to: Human Resources Management Department Sente Clara University Sunta Clara California 99153

Samta V lans University is on equal appartmety, affirmative so tome applever, compute to d so keep clear through Diversity, and, in this sport, particularly week where apple is then from tome name, per own of voly, and members at other university present groups.



The Claremont Graduate School Peter F. Drucker **Graduate Management Center** DEVELOPMENT OFFICER

emont Graduate School is seeking an experienced development anal to serve as development officer for the Peter F. Drucket e Management Center,

or authorise management venter. The production is development plan the position is responsible for creating and executing a development plan the position is responsible for executing the production of other support groups. As a member of the development suff reserved condi-nate prospects and strategies with other development officers. The successful candidate will have five or more years of progressively responsible positions in development with a demonstrated record of goal

The Claremoni Graduate School is a member of The Claremoni Collegos Forward résumé to:

The Clarement Colleges Personnal Services 158 E. Bith Street Clarement, CA 91711 EQE/AA M/F

Mathematics Education: Assistant professor, Itsure track beginning Atmust 1992. Doctorate to Meth Education, underson of three years' accordary teaching experience, and strong background is mathematical or spatial for a pulled in a property of the professor of

Anthermitischeme idengine Universitätischeme Gemein of Manier, bei und der State of Adherenti se Dalcote Westerran University innomena a faculty pretione in Manhamatica bearing a faculty properties of the Manhamatica Educations are faculty of the Manhamatica Educations preferred, dealer to teach undergranhamat required. Teach 12 hours per sameter, primarily appearsows, Manf. Education parally appearson, Manhamatica State S

month's stareforce in this officered or elemental's despriseous an intribute melessar in
contract startificate an internibute melessar in
contractive mells of the startificate in the contractive mells of the startificate in the contractive mells of the startificate in the contractive mells of the startification of of

One Courge Crice, Bengor, Mains 94401:

Medical Education This is a tenure track
existent/asyacistic profestor position, Responsibilities include: anyting m on educational change sagest in the medical school
and job health sciences, consulting with the
faculty concepting the teaching-faculty occorring. the control of the co

of headers. It is believed by of Managers and American Indianation of the managers of the second of

ant Dean of Missosity Atlants, and the facility are commission and its facility are commission and its facility are commission and its facility and its facilit

UNIVERSITY OF Milwaukee Area Technical College SOUTH DAKOTA PUBLIC INFORMATION OFFICER

BULLETIN BOARD: Positions available

DIRECTOR OF MAJOR AND PLANNED GIVING

USD Foundation

The University of South Dakota Foundation motios nominations and applications for the position of Director of Major and Planned Giv-

ng.

Eatshibed in 18/2, the University of South Dakota is a dortrud
degree groning insiduation with eight academic units: College of Arts
and Sciences, College of Fine Arts, School of Law, School of Medicine, Gardatte School, School of Hussues, School of Education and
Caminong Education, USD is located in Vermillion in southeastern
South Dakota.

The Director of Major and Planned Giving reports to the Executive Director of the USD Foundation. She also provides staff work and mean regularly with selected standing committees of the Board of Directors. The primary purpose for the position is to secure utipa and planned gifts, and to this cited, the director with organize and range all research, received keeping, cultivation, and solutions more than the property of the property of the processor.

Quilifications for this position include required has below degree and 35 years of experience in a similar role. Preference to cambiate with advanced eggrees, evidence of signific an autocose in solitating tradjogilit, and a good ordering knowledge of planned giving instruments. Salary commensurate with experience (excellent benefits).

Applications: Prospective candidates should submit a current resume and letter. Send applications by Mark 20, 172 to joint III apply. View Peskelin of University Relation/December Direction of the USD Foundation, Major Hall 103, 141 East Tark Street, Vernillon, SD 57009-2708. The University of Smith Daksar as an optal

oporonity, affantate acut, Tile University of South Dahota via ac opial oporonity, affantatee acuta, Tile IX cumplayer, Women and inhostitist are encouraged to apply.

Coordinator of Student Development

Student Services Professional 1-II (\$2309-\$2767 per muntit) Student Services Professional II (\$2619-\$3148 per muntit)

Cal Poly, San Luis Obispo, California

Ont POLY, SAIL LUIS ODDS DO, CARLON LUIS AMBRICAN Administrative consultants and square steephones without as evolutational residence bull. Postubur responsibilities makele medical sail scaled and and administration of reconsultant and supervisions, included allowed and suicide reconsultant and supervisions. The supervision of the sup

**APALES PROFESSIONAL IL EVEL
Philolon clase PARIE, 8 1902. RATINE PROFESSIONAL IL SEVEL
Philolon clase PARIE, 8 1902. RATINE PROFESSIONAL OF HORSE

**Remain Centers Comes I Sephan R. Lamb, Associare Onexus of House,

**Remain Centers Comes In Sephan R. Lamb, Associare Onexus of House,

**Remain Centers Comes In Come

MATCI seeking a quelliad individuals to manage así agu-vise the Public information Office lowards the achievment the goals and mission of MATC. This person will letter, recommend and implement all operational guidelines, poi-cles, and proceduras governing media relisions in the delet-t function as a primary talson between the college sed the madage, tall are and melinating poil their relations between onlege and media; and devisa strategies to addrese public information eervices for the district.

Outelifications include a Bochaior's degres in mass communications, public relations, journalism or related field; the (A) years of professional work asperance in print journalism, radio relativistion, public relationary marketing with emphasism public information; or sny aquivalent combine of stopes since and training which provides this necessary knowledge edition and billing the provides this necessary knowledge edition and billing which provides this necessary knowledge edition and billing the provides the necessary knowledge edition and billing the necessary knowledge edition and the nece

To soply, please call (414) 225-1800 for an application for and job description. Resumes and latters of application without be accepted in list of an application form. Describe for applying la Thursday, March 28, 1992.

Milwoukec Area Technical College 700 West State Street Milwoukee, Wf 53233 MATC is an Affirmative Action/Equal Opportunity Employer.

CENTRAL VIRGINIA COMMUNITY COLLEGE

Administrative Positions

Cantral Vindinia Community College is seeking administrative faculty for 12-month postitions which will be avoidable duly 1, 1992. COGRINATOR OP LISHARY AND MEDIA SERVICES, #5869 ALA-secredited Monter's degree in library science or library information as

AL-Accordio Hone's despres in literary since of literary fractions of the Al-Accordio Hone's despres in literary since of literary interests on the state of the Al-Accordio Hone's despress in spinned to the spin and the spin and spin and

United of evolution. When the state is the state of the s

Office of Human Resources Central Virginia Community College 3506 Wards Road Lynchburg, VA 24502-2498 EEO/AAE

descript The Land-The Pickerseity of Mercal Street Communication shalls, analysing about the process of the control of the Communication shalls, analysing about the process of the Communication shalls, analysing about the process of the Communication shalls, analysing about the process of the Communication shalls, analysing about the control of the Communication shalls, analysing about the communication shall be analysing about the communication shalls, analysing about the communication shall be analysing and the communication shall be analysing about the communication shall be analysing and the communication shal

Assistant Director of African - American Student Development

Appalechian State University lavries applications for the position of As-alvalat Directs of African-American Student Development. Appala shins size University, semichade all 1899. I souched Booms, North Carolina, Sixte University, semichade all 1899. I souched Booms, North Carolina, the Carolina State of the Carolina State of the Carolina State and popular system-country extraction stress. In the International Carolina State University has an excellant at fonce then 11.50 audustic and offers both undergrantines undergrantine and experimental stress.

moreyammin und grauunte degrees in over 170 different poepram areas. The Office of African-Austrian Student Development, within the Centus Fix Student Invulvement and Leadership, entorepasses the African-American Cultural Cases, Black Student Association, BSA Gropel Choir, the Charlesian Cases, Peer Mentoring program, the Black Leadership Advances users it share and militeralized programming.

vascessment elses nod multicultural programming. The Ashstein Director for African-Antican Student Ocyclopanest is re-sponsible for providing leadership and advirances in the development of a warsh, the student of the Ashstein Director will be repossible for the develop-nent of extendions and sultrust programs within the African-American outlings of the Ashstein Director Assistant Director will be appeal. So only repossible for Ashstein Director will be appeal. So only repossible for Ashstein Director will be appeal.

Printfelience Council, desirence instruction and program defendement. Considence for this position must prosess a muscer's degree in Student Ceveloptism or a resistence force, Candidates must have a commitment to the the universally. Condidates about laws very very mor of a pacience an student or ganization advising, Issachiag, and programming in a universally setting Amiliopated stating data is July 1, 1920, Substructure, and and anticipated stating data is July 1, 1920, Substructure, and same, a julicysas, and institute of the control of the control of same, address, and institute of same, address, and institute of same, address, and institute of same and s

Dr. Zophon Wilson, Chia Search Cummittee Africon-American Student Oevelopment 224 Workman Hall Appalachian State University Boone, Nurth Cornoline 28608

Application materials must be reseived by April 6, 1992.

Appellathion State Link coulty is on Enext Onnoctunity Employer.

TECHNICAL SERVICES LIBRARIAN

AAA MAS, mismatured of three years of cataloging and technical services experience, knowledge of MARC formsts and convesion, CSCLC and its cataloging tubeystem, MSA; reperience with or nine limitary catelog systems, serials, and excellent communication and satelytical state. Experience in an academic or inectical filters?

PREFERRED
Experience with LS/2008, NOTIS or DYNIX, and FAXON.

DATE DESCRIPTION

JUST DESCRIPTION

Fill-lime position available immediate, Primarily responsibility: calaloging quality control and obvining calaloging records input, COCC distingting systems supervision, and coolination of calaloging and sectivities services takes when office them you proport skill. Major text to be understann for an implication incom 157,000 pyrism to a new on-time caladog system within 2-3 years. Reference also show approximately 18 percent of weekly time.

citid usix work approximately a process of the control of Medicine of Water The Christian Planty of the Bowman Grey School of Medicine of Water The Christian VI is situated in the Northwest Redmont section of North Coolina. Med Watert and easy access to mountains and beaches. Are enjoy seculent quelty of laving Ustray located within confines of Medical Center Complex, the ease's second leight and most dynamic employer.

SALARY AND BENEFITS
Solary range is commensurate with experience, Benefits include full range of
modical and detual coverage, vacation, sick days, and holidays.

mentical dari ciertas Cereraje, vs. emaio, soc. Gerp, ano cionomario. Senti résumé s'ut hime melerencet to Mile Sprinish, Esecutive Orrector, Coy C Carponete Ubray, This Bowman Gray School of Medicine of Wake Forest University, Medical Cererat Boulevand, Whitoshosean, N.C. 2715-71, 1095. This Bowman Gray School of Medicine of Wake Forest University & en Affirmative Action, Equil Opportunity Employee.

conc. Neutroine Ament 1972. Provides in intraspersed music. Must have it in Arilly to the control of the contro

Opportunity European, Meriphy.

Andreic Chemi Bayles and Bindie Volos Professor, Andreic Chemi Bayles of Bindie Volos Professor, Andreas Professor and Chemical Professor and Chemical

will continue until the procition is filled better Artification of Thompset to the Sequence 1, 1977, and any altery experiment 1, 1977, and any altery exper

Drexel University

DIRECTOR OF GRADUATE (PART AND FULL-TIME) AND UNDERGRADUATE PART-TIME ENROLLMENT

Draxel University consists of six collapse: the College of Arts and Disse university Centels 8 size Conguer and Centels 6 size of the College of Business and Administration, the Cellege of Engineering, the Evening and University Cellege, the Cellege of Intermation Studies, and Nesbirt Cellege of Design Arts. The cembined smellment of these else celleges is approximately 12,000. High quality graduate programs are offered at the masters and

ctoral level.

Drawel University aperales one of the largest co-apsrative educatien programs in the mation. Over 1 600 business institute no located in 25 different state and this ferrigin countries. "on species" with Direct by emabling students to acquist presented as experience related to university studies though paid employment.
Direct introducts is build an excapilerably extreme care intended to the country of the countries of t

management effort. A key facter in future entellment auccess will be our ability to snroll graduate (part and full time), undergueduate (part-time), nontraditional, and international students The new director will be working in a highly professional

environment with a dedication to persent a environment with a dedication to persent al environ centact with students and influentials, use of research in smellment decision making, end aggressive stid development programs.

Each candidate should:

Have e therough knewledge of the key eucoes factors for the enrellment of high quality students. This pepulation includes full and part time graduate, non-treditional and part-tims undergraduate.

 Be able to network within the academic community. Be able to work well with faculty and deans of the university.

Be able to work with other universities and the business and erganizational community in terms of recruitment and program:

Appreciate the impertence of quality in the overall mission of

e university.

- Have knowledge of elumni end ether valunteer progrems. · View this use of volunteers as essential to the success of any en reliment effort

en elliment ell'ord.

Se abble to sus data effectively to monifor the progress of the enrallment ell'ord and le improve end develop enrollment strately.

Show the capacity the develop successful communication strately with a heavy emphasis on personal contact.

How a commisment is the development of dath. Must be abble to deelign end impliciment effective talking programs.

Have nowedeepe of learns and small group behavior. Must be abble to work with teams to produce a moniment method. Must be abble to work with teams to produce a moniment method.

I situate an expreciation of technology and the role of technology in jedge's world.

· Have a commitment to diversity is enrollment of minerilles,

+ have a commitment to giversity is chromment or minemies, women, and his disabled.
 + lave this ability to develop and support as organism properties a elisabled "disco contact peoperan to achieve enrollment goals.
 + lave knowledge and experience with the enrollment of Interna-tional students.

Be committed to grow end develop in the ptelession of ometiment

management.

Be committed to herd work and long hours.

The successful candidate must have at least four years of experience at the director level. A master's degree is required.

Review of opplications will begin Februory 24, 1992 and will continue until the position is filled. Werner, allmic and racial minetity group members, Vehram-ers veterans, and disabled persons are enougaged to apply, Candidates must shortli to internity and apply the continue of the property of the pro indicating specific accomplisaments and offering relevant or offering characteristics sought, is sexime detailing faculty/administration interfaces and functioned details about relevant work experience, and a concise work sample (plen, reports, etc.) their may display to the search committee qualities relative to the tasks of the position

C/O Gery L. Hamme C/O Gery I. Hamme Dean, CO-OP and Career Services Drexel University 32nd end Chesinul Streets Philadelphis, PA 19104

Drexel University is an equal opportunity/sfilmetive action employer

\$32,040 with consynhensive co-psy bene-fits package. To assure coordinate long, and cover letter, bits and three letters of rein-ance written directly to the search commi-tes by Merch 14, 1952 (or Coordinator, Hi-man Resources, Mostic Search, The Otlo-State University or Newark, University Drive, Newark, Oslo 4835, Ost or New-ark in at EUGAA Simployer.

Music Chair of 15 faculty, 60 major Music Deputisent. Touter track. Normal edinficiative responsibilities. Includers fund-pitting and recruitment activities. Teaching duties stieranded by departmental noods, to justif time. Twelve-month position tregins july 1, 1972. Qualifications: Administrative experience, strong is notwith pitting, activally college-forcy active apprenence.

tion is filled. Send application macket and confidential file for Dr. Martin Shapiro, Chair Search Congritice, Department of Music, Fon Hays State University, Hays, Kanasa 59601. AA/DE, Women, major-tion and persons with disabilities are en-couraged to apoly.



DEPAUL UNIVERSITY

DIRECTOR

CENTER FOR THE ENHANCEMENT OF TEACHING

DePaid University seeks an intervalve and creative individual addirect its newly created Center for the Enhancement of Teaching, a university-whole Center that with offer a range of services in faculty. The Center will provide services such as constitution and establishment in femalisting arrangements; facultination of interangus and inter-institutional networking of faculty, dissemination and perspected workships and or after access and development of our offermation and funding to inclinate faculty interhine as external perspected workships and or after access and development of our offermation after a control of the control o

Qualifications: Applicants shrutid be qualified for the runk of tenuncil Associate Professor where in monthe furiestaty sechools or calleges (Commerce, Education, Law, Liberal Arts & Science, Misso, School for New Learning, Theatrek recognized achievement in teaching administrative experience chromistrated shifty to secure eventual funding; commitment to cross-disciplinary collaborations and experience with diverse prophibition.

Application Procedure: Applicants should submit a letter of application, current vita and three letters of recommendation with telephone numbers to:

Dr. Druma Yuunger, Chair of the Search Cummittee Center for the Enhancement of Teaching DePaul University School for New Learning School for New Learning 43 S. Watshi, 7th Point Chengo, IL etkick (212) 362-489

Salary is competitive and commensurate with experience. The position is revaliable July 1, 1992. Screening will begin April 1, 1992. The secured will continue until an appointment is made. De-Paul is committed in cultural and lunguistic diversity and strongly encourages warned and initioties in a apply.

Disabled Employee Programs Coordinator

The Collisions Stote University seets on original trotos to develop/implement systems doe posity/impore original develop/implement systems doe posity/impore original develop/implement systems does posity/impore original development or development



Model: The Model Department is the Ideal State for the Ideal State



SEARCH REOPENED

CONTROLLER Lincoln University of Missouri

Lia cola. University of Missouri, a land-gm of institution with a student body which exceeds 4 (10), invites applications and normalizer for this university of the production of the students and classification of the production of the Production of the Students and Fatasto, in In-Combined speed, the Students and Combined Students of the Students and Combined Students of the Stude

sealyses, sod all other ecconstiling lucifices.

QUALIFICATION, A Blocklar's degree in accounting or a roletod are
QUALIFICATION. A Blocklar's degree in accounting or a roletod are
which are required to be at the supervisory level. A Master's degree or
which are required to be at the supervisory level. A Master's degree or
have been described by a supervisory level. A Master's degree or
have been described by the supervisory level. A Master's degree of
his described by the supervisor in the supervisory report one in the
lack things are described by the supervisor of the supervisor

expervisory experience in a college or university.

Selary and honolis package are competitive.

The anticipated start date for this position is just 2, 1982 or soon the coeffice. Secretarily will commence on April 13, 1982, but noninstituce sites of the position in the coeffice. Secretarily will commence on April 13, 1982, but noninstituce and applications will be excepted for consideration until the positions in 618th 4.

floa is filted.

APPLICATION PROCESS: [1] Sond letter of application; [2] current résumé; end (3) names and addresses of three misrences lo:

Personnal Office
Lincola University
920 Clasinut Street
on City, Missouri 95102-0029 Letters of mcommendation and transcripts will be required of all finalists.

Director, Counseling and **Psychological Services Center** including Disability Services

West Visigna University, one of only 38 public universities in the United States that serves on both a research and a kind-grant healturion, is searching for a person qualified by training and significant experiences to be the Director of the Counselog ond Psychological Sarvices Carrier/Disability Services starting July 1, 1992 WVU consists of 15 vichools and cell legats and service vicer 22,000 studens.

cediges and serves over 22,000 sucheas.

The Create has Affr Approaced Internal Principle Program in Prolational PsycholoThe Create has Affr Approaced Internal Principle Program in Prolational Psychological
Control and Server Serve

agolacou. ocess, Submit a letter of application with vite, Request three letters of i be submitted to the chetr Deadtine: Screening of applicants will begin recommendation Nominations and applications should be sent to Netl Bolyard, Chair, Search Committee for Director of CPSC, P. O. Box 6004 West Vinglets University, Morganizam, West Vinde.

WEST VIRGINIA UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFEMATIVE ACTION EMPLOYER

Screening of applications will begin on March 23, 1992 and continue until a suitable cuadidate in found.

ery charal nechanic, querien and endouse control endouse endouse control endouse endouse control endouse e SCORDING COLLING COLLI

University of Michigan-Flint DIRECTOR OF INSTITUTIONAL ANALYSIS AND BUDGET

The University of Michigas-Riot Invites applications and nominations for the position of Director of Institutional Analysis and Budget.

the position of Director of Institutional Analysis and Budget.

Begoes abilities.

Oincl institutional analysis achiefies Including the preparation of more properties of the preparation of the preparation of the properties of th

tion.

Qualifications
A Muster's degree is business indiministration, higher education adminniation, operations research or related field, or an equivalent combination
and research or performs. Considerable experience in operation and
research and increase in the considerable experience in operation and
research and increase or administration of the considerable experience in operation and
research and increase or administration of the considerable experience of the considerable experience

University of Michigan-Fint is one of the two regional campuses of the University of Michigan. The Hint campus is an urban campus of 6,500 students and is located 50 miles north of the main campus at Are Arbor.

Closing Oate
Please submit your résumé, salary history, and the names, addresses, and phone numbers of three references to:

Oirector of Institutional Analysis and Budget Search Committee 234 University Pavilion University of Michigae Film, Film, Michigae 48502-2186 Please have the requested items to our office by March 30, 1992.

The UM-Filst is as Equal Opportunity, Affirmative Action Employe and encourages women and minorities to apply.

STLAWRENCE

Director of Higher Education Opportunity Programs

St. Lawrence Indexed by seeks to apped at a Director of our Higher Education Opportunity Programs, a proported jointly by Junes from the University and the New York Short Department of Education. We hope to continue a thing and exceeding of the Correling on relating continue to the grant of the Correling of the Continue of the Conti

The successful cambibate must have at large at America. The successful cambibate must have at large at America Segment and confent interpression and communication stalls. Previous superiors in problems to highly devade. A stoney correlation to fasting multi-

Nonthaliums and applications with the names, inhibeses and phone numbers of four professional references should be sent as soon as possible to

Dr. Buana M. Fish Associuls Dear for Academic Affairs 106 Vilas Hell

St. Lawrence University is committed to fostering multirulural discretiy in in faculty, etaff, student body and programs of instruction. As an Equal Opportunity, Affirmative Action employer, we specifically canoning applications from women, munorities and persons with disabilities.

DIRECTOR OF INTERCOLLEGIATE ATHLETICS

BULLETIN BOARD: Positions available

University of Northern Iowa

The University of Northern Irows is accepting applications and transmallers for the position of Director of Intercrisication Athletics. The Director lends a loss paron management team which is required in the ribertal principe men's and women's sports programs competing at the NCAA Division level in both the Mascard Mellay Conference and Ecolescoy Conference.

the Museust Vallacy Conference and Contemp Conference.

QUALIFICATION Materia August produced and Eucharia August Qualification. The Conference of the Confe

bler finn delg 1, 1992.

NOMINATIONS AND A PPLICATION'S Application number include (a) NOMINATION'S AND A PPLICATION'S Application number include (a) commit stateme, for label deletement discreting like neglical replacation, and administration's replacation with a postured statement of qualifications, (b) ment statemes, for label deletement discreting like neglical replacation yellow administration's replacation of label deletement describing the neglical replacation with the 1990'r, and [d] these laters of reference.

three letters of reference.

REVIEW AND SCREENING PROCESS: Review of completed applications will be not March 30, 1992, and will continue until an appointment in

s, nominations, and inquiries should be addressed to: nemors, and undurine should be addrest Dr. Lyfe Schwerzenbach, Christ Athletic Ohector Search Committee 224 Gilchrist University of Northean Iowa Ceder Falls, Iowa 50614-0003 Phone: 319-273-282 Fax: 319-273-3509



UNI is an Equal Opportunity Exhibits and Employe
with a comprehensive plan for Affirmative Action

DIRECTOR American Academy of Nursing (AAN)

AN ORGANIZATION YOU CAN **WORK FOR WITH PRIDE**

WORK FOR WITH PRIDE
We carrowth prove an excellent pat-time apportunity
swillable for a well-organized, lightly shifled professional at
our new heedingeriers in Was-lington, 13.C.

Reporting to the Executive Director of the American
America Association, you will be accountable for all uperations of the scadenty, (i.e., scientific, policy, financial, and
similatirable sectified,), in accordance with the policy
directives of the AAN Governing Council. In addition, yard
at as professional leading budge, Islams with AAN and
after private and public agencies concerned with the
Council and calcary fellows an one energing trends and issues
relevant to the future-oriented licelity policy initiotiveo of the
scadeny.

Successful candidate will be a Registered Nurse with a Declard degree and 15 + years' of nursing euperience in a superior of the superior of t

Interested and qualified applicants should forward resume with salary expectations to: Mary Oabourn, 1101 146 St. N.W. Suite 200, Washington, DC 20005. EOE M/P/H/V.

amoing theories. A seasilized secured of secure of secur



Sci In the rolling hills of son-besterm Obio, Obio University is a classi-tratefantial comput with a population of 17,000 underst representing every help, which are located on have estimated "Gener". The Department of Replaces Life a committee in its goods of community, human development, of Replaces Life a committee in the goods of community, human development, tuning to develop productionally with entirely a difference in attentive. The Readlessel Director The Readlessel Director supervisor. 14 high housing up to 500 majors. In 100 Readlessel Director supervisor. 14 high housing up to 500 majors. In 100 Readlessel Director supervisor. 14 high housing up to 100 majors. In 100 Readlessel Director supervisor. 14 high housing up to 100 majors. In 100 Readlessel Director supervisor. 14 high housing up to 100 majors. In 100 Readlessel Director supervisor. 14 high housing up to 100 majors. In 100 majors of the supervisor of the supervisor

\$14,90.517,800, humbhed opentrees; med plas, kill slabor solver, and other cannel de-posses a basic of a contract to the contr

An Equal Opportunity, Affirmative Action Employee

University of Maryland Department of Resident Life AREA DIRECTORS

The Area Director in serporatible for the supercident, Italiang, balander transagement, programming and caller days to sky harders of a scaldardid area. These meet realight programming and caller days to sky harders of a scaldardid area. These meet realight programming and the scale of the

position The start date in July 1, 1992.
Qualifications: A Master's degree in Student Personnel or related field and two
years' hill-time residence half apprience are required.

The salary is \$18,000 with fultion, health and informent plans and a lumithed appropriate according to a scellent baneful. opanment autong the oxcessor owners.

Tri upply, MINURITY APPLICANTS ARE STRONGLY ENCOURAGED TO APPLY. For less consideration, submit a resume and the names, takes and helpsione stumbare of three professional relevances by April 6, 1992 to:

Area Director Search
Department of Resident Life
Of Itt Cumberland | Iell
College Park, M1) 20742-9551

We will be interviewing at NASPA in Cincinnati, Obio. FEO/AA/Title IX

or method provides, depth of the provides of t

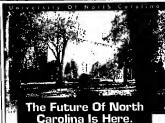
size in corpia regioned, agreement deligione in control and contro

AMODE . According forther February 10, 1997.

AMODE . According forther February 10, 1997.

AMODE . According forther February 10, 1997.

AMODE . Secretary for thicking a control index to the control of the control o



Regaining for the future is what we're all about Tomorium's leaders are today's University of North Carolina students. We're very provid of not history of strengthening our lister and notion by generaling the story, productive minds final are so stial to the future. If you'd life to play a wint role, you're is at

Associate Director North Carolina Health Careers Accese Program

The North Carolina Health Careers Access Program is an The Nath Coulons Health Consers Access Program is an international program of the University I habit. Coulons system designed to result students ut colon into health case pleasaces housed the purpose and enternet activities. Alliciars along minosity undest populations. Must have demonstrated acceptances of the program actuation is that have demonstrated in unasciple enhanced lumbs, respective with videors of colon, program actuation is talks and be involved in investach to this supply and destinated in investach to this supply and destinated in investach to this supply and destinated in investach to the supply and destinated in the supply and the supply and

Position available July 1, 1992. Minumbes/Women applicants en.outgast, Salam helier of vierest, currol in whit and har lettes of relevente by April 10, 1972 to. D. Bobert House Sanch Commisc Chair, Col H.C. Health Current Access Rogjam, CB # 8010, 720 Airpail Road, Sule 100, UNIC-Chapel Hill, Chapel Hill, NC 2951 44737 An Equal Oppointing/Alimative Action Employer.



THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

A Precious Resource For Nearly Two Centuries

Assistant Director of Residence Halis UPPER IOWA UNIVERSITY

and a pour ricer recovery of the continued and a pour recovery of the University is seeking an enthusiastic, creative, student-oriented professional who is able to relate to students, faculty, and staff.

able to ralate to shortests, lacelets, and talks.

SENTY-SIGHLENGS, shows the Discount in supervision of residence halls, flavoring restESTY-SIGHLENGS, shows the Discount in supervision of residence halls, flavoring restgers, and provider educational programs.

QUALIFICATION, Shader's disgrees in maderic personnel or related field with lines even
cetterciary divines groups barchically. Demonstrating destinating, communications, and incetterciary divines groups barchically. Demonstration votes are loss one needs of special interest

groups is impostent.

AJANY: The appointment is a Lizeronth, live-in position. Salary in highly compretilive
AJANY: The appointment is a Lizeronth, live-in position. Salary in highly compretilive
APPLICATION PROCECURATES, Screening will begin histori. 1993 and continues main the
optimizer in filled in perspected sharing field in regardation, but on later than April 1995.
Seed laren of application, rejection, and other than April 1995.
Seed laren of application, rejection, and the application of incremental completely with
filled applications. The application of the application

commentermenth, altar. Qualiferedous lighting on reliants field performed, comment outputs from the performed of the performed comment outputs from the performed of the performed comment of the performance of the performed comment of the performed comment of the performed comment of the performed comment of the performance of the performed comment of the performance of the performance

Nursings Four faculty positions available to beautiful southern counts study academia close centre environment with uncertainties of the contraction of the contracti



LIBRARIAN POSITIONS University of Hawaii Library, Honolulu, Hawaii

The University of Hawall Library in seeking forward looking, creative and innovative librarians to join our faculty. Ull is on EEO/AA Employee setteely accking to increase diversity among its faculty. GENERAL MINIMUM REQUIREMENTS:

ALI, RANKE: MLS, knowledge elevant to the politics. At ILANK III: three years of experience rolevant to the position and 24 possibacealsument cordina. RANK IV requires a record alteriar degree and at least 7 years of needenle filtery capterince. Twelve years of relevant academic library capterince. Twelve years of relevant academic library experience are required at RANK 19.

ADDITIONAL REQUIREMENTS:

Head of Asia Collection. Librarian IV or Viopen recruitment-first sereening date March 1, 1992. Experience in an Asion collection or related academic library expecience, working firstly in ne least one Asian language, proven effective administrative/supervisory experience, and evidence of involvement at migrant, national and international level.

Koream Specialist-Liburium II or III (deadline extended to April 15, 1992). Native level competence in Korean, mbility to work with Korean and English language material, shility to Romanize Kurean Chrometers. Assistant Head ul Monographa-Librarian II or III (deadline April 15, 1992), Relevant acquinitionatestaloging raperience, effective interpersonal rela-tione, and demonstrated supervisory skillarpotential.

Conginal Conference with ACR2 and MAIC formats, effective Interpersional State of the Conginal Conference with ACR2 and MAIC formats, effective Interpersional State, Mailty to work to an automated network environment. Working knowledge of at least one foreign Isaguage is desired.

anomenge to at some one-top tempunge is desired.

Selenare Mereuver-Libonium III (dondline entended to April 15, 1992). RA
us atronger in Selvace; arterior reference experience; demonstrated effectivenes working with students, faculty and stoff; initiative, fixibility and
dependability. Supervinery potential.

Section and measurements processes.

Translet Inc., 1992, Italia Spootably, identine 11 or III (dendine estrated to April 16, 1992, Italia Spootably), identine 11 or III (dendine estrated to April 16, 1992, Italia Spootably), in the connumerate effects with students, faculty and malf, shifly in communicate effects and in writing. International control of the contr

Nainry Songes: Librariao II; \$31,116-\$16,056; Librarian III; \$36,408-\$53,892; I.lbuarian IV; \$44,280-\$65,568; Librarian V; \$51,816-\$76,704.

SS. 592; Illustino IV: 844, 260-865.566; Libostino IV: 851,816-57a,705.

The Urberwhyl of Husei at Minnes in the major research compass of the Urberwhyl of Compass of Compass

beging also serious continuous. Benefits include vacation and click leave accrual at 14 bours pos month each, 13 paid buildays, choice of group medical insurance and raste retirement. Liberation isolis faculty status and arrepented by the faculty-wide oxclusive bargaining agent, the University of Hawaii Professional.

Foreful pornison Information including desired requirements: cell (808) 956-2472; fax (808) 966-5989 To poply: send letter of application, resume and names of them references to joint Esham, Associate University Hospitaries, University of Unwest University 2550 The Mall, Honelbut, 1819 5252.



STUDENT AFFAIRS OFFICER III (APS-4)

This Educational Opportunity Program/Sudent Affirmative Action Program (EOP/SAA) works to increase student eligibility for admission to the University of Crififornia, resisting in marticulation, insulfation, and galaution from the University. The EOP component's primary misponsibility is in the area of miteralion.

miteralion. This position is responsible for implementing thin taked goals of the ECPSAA Frogram through management of the staff, financial resources and physical carollites assigned to the Black-With components. The stadent clientein is staff to the staff of th

nn te-sirty.

Requirementi: Equivalent to M.A., Dismonstrated management and supervisory experience. Experience working with A Mican Aminican students from communication students from a district and willow communication stills. Communication monthless than a supervisor of the super

Personnel Services/Employment Unit University of Chilfornia Santa Rarbata South Hell, Room 3607 Santa Rerbana, CA 93106

Number Community Addictions Number, and Addictions Number, a visualization of the Upbership of Jernstein, a visualization that Upbership of Jernstein, and Addiction of the Upbership of Jernstein of State of the Upbership of Jernstein Opposite of Participation of Jernstein Opposite of J

Possible Academic Possible consistent of the Academic State of the

UNIVERSITY OF DUBUQUE Office of Student Life

Director of Student Activities

nsibilities include directly assisting the Vice President for Student Life in Idership of the Student Life Office; developing a comprehensive activi-ogram; advising the Student Activities Board and Greek (local) organiza-contribation, unman, progressions

uone, cooronaum jummel programs, de de la Challifications include a Master's degree and 3-5 years' professional experi-ence in student activities or residential programming; preference for o smatl college munosphere, deformostrace deadership and organizational ability; high nnetgy level and a goal of attaining an upper-level administrative position.

Director of Counseling Services

Responsibilities include providing individual and group psychological coursel-ing, crisis intervention misource; help train R.A.'s as peer counselors; serve as linison with area mental health resources; and supervise the Placoment Coor-

drator.

Cualifications include Master's degree in clinical psychology, social work or courselling minimum 2 years' load-Master's rapertence working with college-independent, knowledge of college student courselling concerns and student development; preference for work in a small college attendance, the completers.

The University of Dubuque, located in picturesque Dubuque (pop. 65.000) is an independent college and seminary related to the Presilyeteian Church and the president of the Presilyeteian Church and the president of Independent of Independent Church Church (Independent Church Church (Independent Church Church (Independent Church Church (Independent Church (Independe

Both appointments are for 12 months and the salaries am competitive and dependent upon background and experience. Positions begin July 1, 1992 mid Aurust 1, 1992.

mind rugust 1, 1772.

Letter of application; résumé; names, addresses and phone rumbers of three references; and graduate transcripts should be submitted by April 8, 1992 to:

Bucky Zietz Vice President for Student Life University of Dubuque Oubuque, IA 52001 |319| 589-3120



RESIDENCE COORDINATOR

The University of Miami creates stimulating malderabal communities by lacilitating faculty/student interaction and by providing academic support services in the residence halls. The cornerstone of this effort is a system of residential

colleges. A Benderico Coordinator is the primary administrator of an area brousing 600-A Benderico Coordinator is the primary administrator of an area brousing 600-ation, selectivity for studies of selectivity per studies of selectivity for selectivity for

Mt. Parricis A. Whitely Associate Director of Residence Helia University of Milami P. C. Box 248044 Coral Gables, FL 33146-3410

The University of Miami is an equal opportunity, affirmative action employer

New York AAGOS.

Newlog Logoth, Ultiversity New Column, New York Column, N

Nursing Rectire and challenging opportunities for tenurs and challenging opportunities first tenurs rack faculty in a School of all, Markey's and the accordance to the state of the state

rearing with NLN-accredited Reconsuc-ate, Master a said Doctoral programs. The University of Kanasa offers are neviron-ment with electory research proof for the-ulty located within a major medical center in a progressive, mateopotima area. Quali-dications for positinay include Master's do-mete in mental processing include Master's do-



Director of Human Resources

Letters of application and instantism are invited for the posinto all Director of Human Resources. The Director of Human time of Director of Human Resources. The Director of Human Resources to responsible to the Vire President for Finance for supporting and furthering the goals of the intribution's stategic plan frough effective management of the human resource function.

Connecticut College is a highly selective, coeducatimul, printe liberal urts college in New Lamdam, Connecticut, located equidi-tont between New York and Boston.

one revoces rece was and teators.

RESPONSHILTIES: A damping the employment function and administering the classification and compensation statement of administering the Colleges of the Coll

QUALIFICATIONS: Bothchor's degree required, with Muser's degree in Business Administration, Industrial Relations or related field preferred. Sevent to ne system of progressively requanishe experience in Human Researce Management required, with the to live years of supervisory experience. Must have excellent com-munication skill.

Review of applications will begin on February 24, 1992, and will continue until the protton is fiffed. The position is available April 1, 1992. Please send in cover letter, resume, and a list of references

Connecticut College

Clair, Search Committee bu Director of Hussan Resources effect College, Room 111 J. 270 Muhegan New London, Connecticut 06 170

Connecticut Cologo is an Equal Opportunity Atlamativa Action Employer and is activaly seeking in diversity as Laculty and stuff.

LOUISIANA STATE UNIVERSITY MEDICAL CENTER

Senior Internal Auditor Positions

THE LSU Medical Center Invites applications and moninations for boo-sering internal Auditor positions. The Sender Internal Auditor will great the Medical Center of Hazardia motor special most applicable to the Medical Center in New Center of Hazardia motor against clinics, intermediateles, and group psactices on assigned by the Discardia clinics, intermediateles, and group psactices on assigned by the Discardia of Internal Auditor or the Vice Charlestile for Auditoribustation and Finance.

Candidotes muci passess in Eacheur'n Degree in Accumingation and rimate. Administration, or in related field and be n Certifical Internal Auditor and or Cestified Public Accountent, with a minimum of hur years in internal auditing, public necounting or financial accounting.

Desired Qualificationing or financial accounting. Desired Qualifications include a Moder's Degree in Accounting, Barness Administration, or reloted field; supervisory experience healthcare report of the properties of profit in the properties of profit in the properties of report in the properties of the properties of report in the properties of the

islary is commensurain with experience for both positions Stately as commensurant with experience on costs possuran.

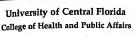
The LSU Medical Center is a state supposted a condemic health center with teaching, research and public service programs in affect health professions, dentitiety, basic biomedical sciences, medicine and nutiling. The total current funds expenditure for FY91 was over \$300 million.

Applications should be sent no later than April 1, 1992, to: Ronnie Smith
Vice Chancellor for Administration and Finance
Louisiana State University Medical Center
433 Boltvm Street
New Osleans, LA 70112

LSUMC is no EEO/AA employer.

the Actual Transition Section of the Common of Section 1 and the Section 1 and

minimality are marefully female in march Membershowship and information. The first property of both Carolina on Chayl limit and Administration between these mare and Administration between these mare and Administration between the mare and administration of the market property of the p



BULLETIN BOARD: Positions available

Director of Development/ External Relations

The College of Health and Public Allales at the University of Central Health is seeking in Oirector of Development and External Relations. The Declar will report to this decan, only outs' with despartment citotipersiss and the university development wifice in a variety of development and community relations ractivities. These activities will facultace hard rating, small land campaigns, inlumin relations, college publications and refin-fembly with netheral considerance.

Sommorps wan external consistence.

The university is planning to madertake a capital campaign. The college has extensive support from the community, especially from the health care industry, and significant apportunities for development.

care fundary, and signutum reportulusars, no curverquence. The successful cardidate must be self-mutwated and passes strong urgalizational, leadership, interpresental and communication skills. Conditions must be record of successful development experience in realized giving programs—alammi, individually, compusite and tiumships. Tab position requires a creation individual with the energy and inapparents in build a strong development program in n university setting whem and reform as might be without the survey and inapparents in build a strong development program in n university setting whem and reform as might be without the survey and inapparent survey.

ang menn auan custra are mignay surveys.

The Litherally of Central Flurida is located in Orlandu, Florida, a comsunity affeding an ungarmlleled quality of life and diversity of work and
leaser opportunities. The university enrolls approximately 22,000 stydents is five colleges and is expected to grow to almost 35,000 by the end

The justifien requires n minimum of a backelor's degree in an appropriate field and three yearm of experience. Salary is competitive and includes an attacker benefits package.

stratery retrieve parage.

Screening of applications will begin on March 20, 1902. Please send nominations and/or latters of application, resume and the names, addresses and telephone numbers of three references to:

Phone aunibers of three telecences to:
Robert N. Germany, Chair
Development Search Committee
College of Health and Public Affairs
University of Central Physical
Otlando, Florida 28816-0281



ASSISTANT RESIDENCE DIRECTOR

Youwil share in the menagement of a residence hall housing 500-800 shokens, utilizing sluctured pais soliding and aveilanilion embods and sharind development theory es a base bit anther-hy shore file. Manage a 24-four dock pormition; advis o shored groups that is the liarting, approvision near which o shored groups the control of the shore of the shore of the groups the shore of the shore of the shore of the groups the shore of the shore of the shore of the groups the shore of the shore of the shore of the fact to appear of the shore of the shore of the shore of the fact to appear of the shore of the shore of the shore of the fact to appear of the shore of the shore of the shore of the fact to appear of the shore of the shore of the shore of the fact to appear of the shore of the shore of the shore of the fact to appear of the shore of the shore of the shore of the fact the shore of the

ses of imports of hall operations and Licensee intergulene an indiguiente. Propises a Bacister's Diagness or pulselent combination of education and Expositence, plus a minimum of 2 years providus and expositence, plus a minimum of 2 years providus alterior salesy of \$1,000, excommination and minimum of \$2,000, excommination and minimum of \$2,000, excommination and exposite provided provided of \$2,000, examilated trainior comprehensive contributions of \$2,000, except provided provided of \$2,000, examilated training contributions of \$2,000, except provided proportionally to profinisational development. Selection \$2,000, examilated training contributions of \$2,000, examilated training cont Appointment is full-time for II ing data is August 3, 1992.

Ing data kargust 3, 1992.

Tridely consideration will be given to complete applications nealed by April 15, 1992. Sand a later of a papication, resume and at least two current latters of rate least are 15 search systems. The particular of the paper of the search systems of the paper of the

MARYWOOD COLLEGE

wood College, an independent, comprehensive Catholic collinge in less Pennsylvania, invites applications for the position of Oirector of

Be recessful candidate will be responsible for planning and managing of Colege's fund-saising activities including the Annual Fund and capital stop, page-vilony responsibility will include prospect research, corporation relations, annual gring and campaign office The Olinctor receipt in the Vilon Fundament of Debts Relations.

Mapping and the Freezent for Development and Trube, resource. Mapping the properties of enter into a comprehensive campaign as which consider the properties of Development will have major responsibility. Capital states of the properties of Development will have major responsibility. Capital states of the properties of the properties

Applications will be accepted through March 31, 1992 with the appointment to be made shortly thereafter. Candidates should send letter to: Dybonk Heasan, Vice President for Development and Public Relations. Maywood College, Scranton, Pennsylvania 16509. AA/EOE.



DIRECTOR OF ADMISSION San Francisco Bay Area **COLLEGE OF NOTRE DAME**

Cullings at Norm, O ame is an independent, coorducational, Catholic, liberri ants valligin sowing both medicipashuse and graduate audients. The College is locating a woring both and interpretable course in a factor in the control of the College is locating and the control of the College is locating and the College in the College in the College in Standard in Standard in College in Standard in Standard in College in the College in Standard in College in the College in Standard in College in the College in Standard in College in College in Standard in College in Colle

on approximately 1,225 underess from 20 states and 35 countries. The Oirector of Admission provides lendership to roughing assessment and leverlopment of marketing and secrotiment strategies for leshman, transles, and evening adult studients. It his imposes woulding closely with Equity, administration, and Admission stall to maximize the visibility of the College and its enrollment potential. The Oisector of Admission supervises live professional and thren support staff. The Oisector reports to the Academic Ocan.

salary: Competitive, commensurate with qualifications.

Qualifications: Master's degree and 3-5 years of previous Admission experience at Officiar or Associate Officeur level.

ons, applications and inquiries should be directed to:

Higher Education Administrative Search 3539 West S0th Avenue Parkway Oenver, Colurado 80221-1099 303/458-4044

With application, please include résumérce, and names, addrusses and plumo numbers of four relemnces. References will not be contacted until the andidate is notified and gives approval

Applications received by April 3 will be assured of full consideration Prolition start date, July 1, 1992. CNO is an equal popultrinity employe



AMHERST COLLEGE Search Extended

Assistant Director of

Annual Fund/Alumni Relations

Authors (edity) seeks are utilized, in agrant or unity affaired. Authors (edity) seeks are utilized, in agrant or unity affaired blact also who also in unitary new imputant components with the desired, the original consequence of the transitional consequence of the transitional consequence of the consequence of the

8. a significant companied to this position. Qualita attrace. En declar's degree; multi-tabling amfort atmost experience tructivent; and conceptional impartitational and interpressional skills. The ex-cellent amfortable must have a strong committened in this grade of a liber of arts with a datum and to the important of a fire. Cultigge's relationship with its alumnal. Leving and two-devicted work, and labored are required.

Evening and vectorist wins and taves are required interested conditates should adoubt a result and three references to Edizabel Cannot Smith, Director of Almini and Pared Relations, Box 22.31, Andrews College, Andrews, MA (1102-4810). Applications will be consistent with the position is filled.

Agin 14 College is an Lipad Chymonothy, Americkie Action completes and one outside systems and computates in apply.

DIRECTOR OF STUDENT FINANCIAL SERVICES

The Art Institutes Institutional, a system of privately-slight, degree-paratring transitions, excles experienced insected and personnel for patiental operands at the eight a suppose board on many metropolata actors. Facellon opportunity for energic eventure mithials a with at least few parts experience on fundamental and ministration. J Batchelor's degree, thorough Institutely 10 feet by program expirations, management white, and the ability to work officeries' and the size of the program of of the progra Fouward correm resume with selary history in confidence to:

Filen V. Uleckmun Vice President, Studem Finence The Art humares International Education Metagement Curputate 300 Staff Avenue, Suite Nat Pinsburgh, PA 15223-2598

An Isquel Oppurtumy Employer



Coverage of breaking news that affects higher education - from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.

RESIDENTIAL LIFE **OPPORTUNITIES**

The Office of Residence Life at Autzona Stete University invites applications for the following vacancies in our staff for Fell, 1992. All possions require a strong commitment to and understanding of the values of higher education and stadent development.

RESIDENCE HALL DIRECTOR

RESIDENCE HALL DIRECTOR
Plare, organizes and desce he overall programmetic and administrative operations and secondarion brilling 10 400-1,000 students. Supervisor 1-2 professional Assistant Hall Directors, on ascitetisty, 10-28 Resident Assistants. Coordinates programming, interprets and enforces policy, counsafe and advess students. Facilities as living environment conductive be academic parasits, social inflarection and students divelopment. Responsible for ellest one major special assignment project. Requires Bectholor's depose in reliability delivers up sets in technical to the project requires the project in the project requires the project requires the project requirement of the project requirement septience of seven year research of the late year trade on the year trade of a sproved equivalent Master's Degree strongly preferred Position rangs \$17,003-\$28,3891* months/DDL Ambripated firing range \$17,003-\$7,7454 plus spartment, MEALS, full university benefits and bilton warver, JOIT 1819

ASSISTANT RESIDENCE HALL DIRECTOR

Assistin harmonic medical confidence of the Assistin planning, organizing and coordinating the programmatic and administrative functions of a residence half(s) of 400-1,000 aludarias. Supervises 10-20 Desk Assistants and operation of half desk. Advises half government, detands hall council and fifth meetings and events. Assists in labilitating a living environment. meetings end events. Assistan lacetating a timing envolument conductive to accelerate pursuits, social interaction and student development. Responsible to appocal assignment project. Assignment project assignment or not years sedictive hill appealment or project apparent or not years sedictive hill appealment or project apparent project appropriate project appropr

STUDENT ACTIVITY ADVISOR

FRATERNITY ADVISOR (ANTICIPATED VACANCY)
Assids in the total administration of the Greek Lie program,
coordinates or conducts administration for locific great interpretary to the Fraternies. Provides resources, support and leadership for 27 Fraternies: Provides resources, support and leadership for 27 maloriest operangements Adverse Interfactioning Council and Fratering Judicial board Berkelor's Diegoe in related field and for para studied inservices appearence of the general subclinit service experience or approved equivalent required Prother surge-41451-5230225 21 monthly 2012. Anticipated hinting sangle 514551-516235 plus appartment; meals, full university benefits and tution viewer LOUT 19821.

Resumes may be submitted for Employment Services Section, Arizona Stata University, Temps, AZ 55287-1403. Please include names and totaphone numbers of three references. Initial deading is Estruery 25, then the 15th and 31st of each month

ARIZONA STATE UNIVERSITY



OKLAHOMA STATE UNIVERSITY

Director of Athletic Acedemic Services

RESPONSEILLITIES Overses necessaries support, services tor all mediant-etitiests. Berntam include necessiries consessing, servicimient destinates that constructions are consistent of the servicest of the construction of the co

HIGA-Rajdikos ross.

AppPolitimistrii, Fulktiva, Administrativa Professionine posicion reporting to the Office of the Provents and Vulca President for Aceteric Asilvaria. Softiny scommensures with operations and sclassions.

APPLICATIONAL fibral solution of oppositions for Aceteric Asilvaria. Softiny scommensures with operations and relative visit before a traverse to Charleston (David Describ, Communes to Charleston, Charleston, Communes to Charleston, Charleston, Communes to Charleston, Char SUCCESSUL APPLICANT MUST COMPLY WITH IRCA. OKLAHOMA STATE LINIVERSITY IS AN AFREMATIVE ACTION, EQUAL OPPORTUNITY EMPLOY-FER WOMEN AND MUNDRITIES ARE ENCOURAGED TO APPLY

Office, Administration-Sustainer Scheduler, Conditions, Administration of Conditions o

COUNSELOR, MINORITY BUSINESS TEACHER PREPARATION PROGRAMS

University of Wisconsin-Whitewater

The University of Wistonsin-Whitewater invites applications for the pusition of Counselor, Minority Business and Teacher Preparation Psusings

grama.

QUALIFICATIONS Mader's Doger in Guidance and Guussehing, sti-deut personnel or related field. Cerusastiated experience controlling thater dimensity studental highly destable. Perference given to condistate, with ability to cork effectively with all ethnic inhority student groups in collectable vietname.

collegate fertilings.

OUTIES: Assist the Director in achieving program objectives by providing academic and personal courseling on an individual basis or within a group setting, for other neisonity in underspeakurs settledness nationing in a company of the provident setting of the properties of the SALARY: Competitive, commonwrate with credentials and experience

UNIVERSITY AND COMMUNITY: Whitewater, a pleasant city of 12,300, a located 45 miles from Madison (State Caphol). 50 miles from Milwashee, and 100 miles from Chicago. The student population is un-

APPLICATION: Interested persons should apply in writing to

Joseph Comitra, Dean Cullege of Business and Economics Carlson Hall, Rupin 4037 University of Wisconsin-Whitewoter Whitewater, Wisconsin 53190

A complete application consists of a letter of application; vita; names, addresses and telephone numbers of three references; and official copies of all undergraduate and graduote transcripts,

DEAOLINE FOR ALL APPLICATION MATERIALS: Antil 1, 1992 The University of Wisconsin System is required to release, within two days of a request after the deadline for receipt of nominations and applications, a combined tax of all nominees and applicants without differentiations.

ABION.

UM-WHITEWATER IS AN EQUAL OPPORTUNITY EMPLOYER WITH AN AFFIRMATIVE ACTION PLAN, WOMEN, MEMBERS OP MINOR. ITS GROUPS, PERSONS WITH DISABILITIES, AND VIETNAM-ERA VETERANS ARE ENCOURAGED TO APPLY.

HATHA TARA DEL PROTORDER DE DI COMPENSARE DE PROPERTORIA DE LA PERSONA DE LOS FERMI DORDO RENDO DE PROPERTORIA DE LA PERSONA DE LA PENSONA DE LA PERSONA DE LA PENSONA DE LA PENSONA DE LA PENSONA DE

ADMINISTRATOR COOPERATIVE EDUCATIONAL SERVICES AGENCY

Green Bay, Wisconsin

Applications are being accepted for Administrator of Cooperative Maccianal Services Agency (CISA) #97, Secured in Green Bay, Wisconsin. The similaritation of their to be implementation of cooperative services for school and individuous directs to be implementation of cooperative services for school programs of the complete services. For school and the complete services are presenting spectro, school and for the complete services. Programsing spectro, school programs of the complete and school services programsing spectro, school programs of the complete and school services are school district services programs as directed by the CISA Bosot of Control. The publishor responsibilities as directed by the CISA Bosot of Control. The publishor sequence of the complete compl

E FOR EN PRODUCTION DE LA COMPTE EN PRESENTATION DE LA COMPTE DEL COMPTE DE LA COMPTE DEL COMPTE DE LA COMPTE

University of New Hampshire RESIDENCE HALL DIRECTOR

Come join our committed team of developers as a full-lime Residence Hell Director. Specific responsibilities include comprehensive management of a residence hell houseling 100-500 subsets, supported not appreciation of the residence hell houseling 100-500 subsets, supported not derived the residence hell houseling to the residence hells. Dut team is deeply committed to deversity extension, which are developers. These who subsets with the subsets field yet without metal are composition requires a BA, with a feature of the subsets of support of the subsets of the subsets

ing et ACPA and NASPA.

To apply, each desumé and three latters of reference lo: Seot Chee-rusy, Director of Residential Programs, Department of Residential Programs, 13A Historock Hell, University of New Hempshire, Dur-hem, NH 03224 (403) 832-2288.

UNH is en silitmative action, aqual opportunity amployer.

Photography: Indi State University. Marer's relate Annabers man large super's relate and the photography
coming annabers man large supman of place of the photography.

Coming annabers of the photography
coming annabers man of the place
coming annabers of the comcepture superior coming the photography
coming annabers of the photography
coming annabers of

SUNY BROCKPORT

DIRECTOR OF ACADEMIC COMPUTING SERVICES

| CONTRACTOR OF THE PROPERTY O

The State University of New York College at Brackport Invites applications for Director of Academic Computing Services. \$1,000 Strongsont is 4 year college, tudent population. The main academic computer is a firme 6450, with 60 library users, and additional users on the campus network. The campus xito supports a variety of PC's and MacIntonies.

supplied a Verley of Mr. 3 min maximizer of sheet. All operations and services of the unit; assumes a leader hip note in developing hierer plants involving research to the unit; assumes a leader hip note in developing hierer plants involving research and administrative activities; provides training and assistance in the use of computer-based textnology, recommends. Furdower, software, enhancements and upgrades; acts as a lation with vendors and SUNY Central

The successful candidate must have a Master's degree in compute science or related area, at least the yours of wheth candemic computing epieteric or related area, at least the yours of wheth candemic computing epieteric academic community; storag communications and interpretannial skills, experience with superminis, PCS, and networks; vision to deal with emerging octonicing, and ability to work with olluming diverse populations.

Applications including current curricelum vitue and three references should be sent to Edward J. Kelly, Assistant to the President, SLNY Codlege et Brockport, 408 Allen Administration Bubling. Brockport, New York 142-03. Beginning review date is April 1, 1992. The position will be available on or before Cotober 1, 1997. AVACIDE.

JOHNS HOPKINS UNIVERSITY DIRECTOR OF SECURITY

The Johns Hopkins University is asseting a Oinctor of Security to lead its Homewood Compus Security Ospaniment. The Director is inspeciable for the Computer of the Computer of the Computer of the Computer Hopkins of the Computer of the Computer of the Computer of evaluation of the programs of the Department of Security, Programs In-tend law environment, criminal twensigetines, crime awareness, campus security, and Selon with appropriate internal Organizations and and exten-ced the Computer of the C

dates must-possess at least 10 years of progressively responsible ence in law enforcement—preferably in a college americament, and writteded excellent interpersonal stills. A B.S. in Business or Law En-norn (or equivalent) is required, it qualified, please send cover letter, (s. and salary requirements to.

The Johns Hopkins University 34th and Charles Street Baltimote, MD 21218 Attn: Edward S, Warfield 146 Gauland Hall AA/EO.E.

Excellent benefits including life and health insurance, and dental and tu-ition plans for staff member, spouse, and dependent children.

Smoke-Iree and Drug-free

Major Gifts/Annual Fund Director

Beloit College

Beloit College, aboat to enter the public phase of a major multi-year cam-paign linked to be seepercontental, seeks an experienced development pro-reservated for individual annual and capital lund raising. The director of linking experiences are seen to the company of the content at allaha, will carry major responsibilities of the other particular and will convene the administration and enhancements of the content and will convene the 60% alarmit participation. Research and gift processing functions will also

report to this individual. This challenging growth opportunity is available Immediately to a self-direct, ed and creative individual with superior communication sidel, demonstated preferrible to bot liberal arts, and 1-3 years of lound-mixing expension perferrible to bot liberal arts, and 1-3 years of lound-mixing expensions competitive salery and benefits and choice location in a Chicage-Madison-Milwaskee trians of the lound and the location in a Chicage-Madison-

ess letter of inquiry and résumé in confidence to: July and resume in commence for Bruce Wyatt Vice President for External Affairs Beloit College 700 College Street Beloit, WI 53511

Review of résemés will begin April 1, 1992. Belok College is an equal opportunity, affirmative action employer



A calendar of forthcoming meetings, conferences, workshops, and institutes of Importance to scholars and college

every week in The Chronicle.

DIRECTOR OF THE ATHLETIC STUDENT CENTER

The University of Celifornie at Borkeley is seeking as additional to provide feedbrathly for its Athletic Study Center to Center promotives end centerous in exacterize skills of betto center promotives end centerous in exacterize skills of betto center promotives and center promotives and center promotives and center programmes of the center programmes at the center pr

budget of \$450,000).

QUAL FIGATIONS: Demonstreted management side: preence in planning, implementing, and evaluating testuctions
or obtained and experiment of the translation of the translation
of utdent experiments. Intelligent with the trasset siche
student-ethicities and niu understending of the troto of bitests
student ethics are translationary of the translation of the state of the st

SALARY: Batween \$50,200 and \$62,800 (mid-point of range). APPLICATIONS: Applicente should submit a résumé, a cover letter eleting qualificatione, and the names of three references to:

> Merilyn Morriseette Cempue Personnel Office 207 Universily Heli Universily of Cellfornia Berkeley, CA 94720 Job # 02-112-11 (M) Closing dete: Merch 20, 1992

The University of California et Berkeley is an ffirmative Action, Equal Opportunity Employer,



DIRECTOR OF STUDENT ACTIVITIES

LSU in Merceptal is weeking an energie in motivous and as Dischard Stefant Actions. The three is present also recently fairly shoped of dischard actions, and the site of generation and westered and in dischard action to produce the site of generation and westered and include interesting and produced actions and the site of general actions and produced action and produced action and action action and in the second action and action and action acti

three, valuey is in the how fairs. He was a maximum of a master's degree failure worst, expensive in student personnel administration, which declered him worst, expensive in student personnel administration, which declered the worst, expensive in the personnel administration of the per

recumstance regent administratagorial abelity. Meximitation with once in the standard and a list of at local three principalities of the standard reference in a list of at local three professional reference in the professional formation of the professional and the professional standard reference in the professional standard refe

INCO is not Attenuation Action, Equal Opportunity Employee

MUMarquette RESIDENCE HALL DIRECTOR

Mercuere University, a Cutoloic, Jesus institution, socho qualited and state of the control of t

Class official instinction copy of the trans.

The black of highest decreased and its limited to the control of the control of

BULLETIN BOARD: Positions available

Director of Computing & Information Systems

MAJOR REPORTED TITLES: Management responsibility for cneles con-MAJOR REPORTED TITLES: Management responsibility for cneles con-serves on the Oslaboma Blote University casepus, the development of cr serves on the Oslaboma Systems and confined for the Computing activity for the cs of the Computing Computing Systems of the Computing activity for the case of the Computing Systems of the Computing Systems of the Computing Computing Systems of the Computing Systems of t

pue of \$510,000.

Responsible for the menagoment, listed plantillin, supervision, and coordination of the Administrative Systems Development and the University Computer Contested the respective departmental directors.

working.

Stabilità and maintain policins and facilities that with provide computing and followation aericas responsive to compute necessity and student research, management information, and administrative and faced systems. systams.

Headed Spaller Bereichter Der Besteller für Auflache in Allen in Ausgesteller Besteller der Der Besteller des Be

In order to motive full consideration, application nutlerials should be submitted by Frider, March 27, 1992.

by Friday, Marsh 27, 1892.
OKLAMOMA STATE UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPOR-LUMITY EMPLOYER COMMITTEO TO INJUSTICAL TURAL QIVERSITY, WOMEN & INMONDES ARE ENCOURAGED TO APPLY.

COORDINATOR. **AEJMC-ACCREDITED SCHOOL'S** ADVERTISING SEQUENCE

Ball State University

Muncle, Indiana

Our faculty will welcome a panies vincisity, and a carlemat, sty prepared, an investigate execution of the variety of the panies of the variety of the panies of the variety of the panies and very style of the vincing of the variety of variety of the variety of

Person we exceed the second of the second of

Send professional resume, names of an IOHI three reletences, and official transcripts to: Dr. Earl L. Conn., Chah., Orpariment of Journalism, fluid State University, Muncle, IN 47.306-0485

But State University if our Liquid Tapportrainty, Administry Action | INJA-yell and is strongly and actions communed by Corruly without its community



m State College of Colorado, Gurrison, Colorado 5230

AREA COORDINATORS IN RESIDENCE LIFE

Writing State College seeks, Area Coordinators. The sollege has a student population of 2,300 and is located in Grammon, Colorado near Treated Lists and Minnach Nai area. Commister portsalonals deviant to heaving and instrus part of an extend and instrupent area. Senting and instrupent mistered life program in the midst of the Coloradio most water should apply. MEMINOCENET PROGRAM STATES AND ADMINISTRATION OF THE PROGRAM STATES AND ADMINISTRAT HEAPONSIGHLATIESS Supervision of a Residence that 6 omples, training and supervision of the task, and purisipation on the mightimentation of governance systems and relicing programs. Collected purisipation on the supervision of Station Affairs in the college will be second.

QUALIFICATIONS: M.A. In student personnel or equivalent work experiences be-year the B.A. Is professed. Preference goes not considered white expenses in estatemes with and a commitment to the field of student affects and higher soloutation. COMPENSATION: Salary compenies a, for the months, with apartment for 12 months partial board and excellent frings benefits for Area Courd nation. This salary mage in 600, \$17,000 to \$15,000. The regular yearly contrast is have August I to June 1. APPS_LOCKINGS: Solven's cover layer, etcomes a require yearty course; in cours cauge a source of resource of the course of the c

Western heats College as an AA/LI) Employer Women and remouties are snounteed to apply

het heid eilter of noutceison, surreadum ken, their projets, and there letters of of litable, Lessum, and Smorts, Die Un-ellunite, und popt Sectore, University of Litable, und Sport Sectore, University (Litable, Litable, Litabl

March II. 1997 ESCAAS

Fried Margins II. 2004 Health II. 2007 ESCAAS

Fried Margins II. 2007 Escandario of Indian, Indian et al. 2007 Escandario III. 2007 E

Director of Institutional Research **CAMERON UNIVERSITY**

The University: Cameron University, Jucated in Lawton, Oklahoma, a city of 90,100, h a shale rupaneted regional university with a primary service area which includes eleven counties in Suathweet Oklahoma. Implanten in approximately 6,100 with lacculatureale elegices unless of 110 leds, associate elegices in the leds, and make 75 elegices in two lields.

tiegecs in six helik, and masser's dispers in the leiks. Associate behavior of the control of the desired by the Anociate Directs for Testing, the Oricets of helitostal Revents he inequalities for anothering impacts, the and coordinational properties and coordinational properties and coordinational properties and coordinational properties of the control of the coordination of the coordination of the institutional lessing properties of the properties of the coordination of the institutional lessing proper in a funding volument of commendation properties of the properties of the properties of the study properties for a funding and challenging to the coordination of the challenging and challenging the coordination of certain such less of the coordination of certain such less of the coordination and the stretching and Challifections Challenging Challenging Challifections Challifecti

amministation of cestan such tests. Qualifications: Profescence will be given; to candidates with advanced rispress in outst alloral research is given activated in given so must allorate research as the control of t

varcon regress and significant received represence will be considered. Applications, Applications received there that risk will be considered until goal and earliers, Applications received after that risk will be considered until goal and for the considered until goal and the considered until goal and for the considered until the considered until the property of the considered until the consequence of the considered until the force of the considered until the force of the consequence of the force f

Equal Opportunity, Alltrmative Action Employer



Director of Gift Planning MIDDLEBURY COLLEGE

As Director, you will have reasonability by the rapital & planned gill solice-talant of Ahldeblary Callege. You will report in the Director of Develop-ment, & work cloudy with the Predictor & Board of Trackees, o well as synlar management, to aleinut solls italient stategies. Director will ownsee:

gengin, to ngine som namen visacijas. D a Stewarthilip of major gill program. • Direct approach tos to major program. • Marketing planned geding program. • Condinate key volunteer elkott.

Conditions simily process a Hachelu's degree 6.5 to 10 years' successful experience in lingle extinction lined risking, in lading proven capability at collide 6 planned gill with notions. Foultion the require recicled skills in community attent, management, & organization, bits a willingness to travel valuesly the first still applications of the collisions of the collis

Shirley Fisher Dins for oil Luman Reseauces Middlebury College Middlebury, VT 11575 3

Application deadline: March 10, 1992.

PREP FOR PREP

Prop for Prop is unon-profit organization which identifiseacadamically obe, highly motivated black. Latino and Aster-American students, provides 14 monitor and object marine provides 14 monitor of profit and in a leading independent school (day and absorting) and provides post-processor counseling, peer support and leadership bestopment opportunities until high school greduation. Over \$00 students are currently in the program.

We seek experienced independent school administrator, hnowledge able about adolescent development, Must be organized, margait and here strong commiscalion mills. Responsible for supervisited of nine and closely molitoring 400 abutents in grades 7-10 strending NYC integendent schools. Must be responsive to concerns obschool and pervisit.

Résumés lo: Veronica Caler Prep lor Prep 163 W. 91st St., NYC 10024 EOE



An update from Washington on what's happening in Congress and in the federal agencies thet's likely to affect colleges and the people who work in Academe -

every week in The Chronicle.

QUINNIPIAC COLLEGE **AREA**

COORDINATOR Quinnipiec College, e privete coeducational institution, is located on on highlic 160 ocre compus in Hamden.

The arisison of the College is to provide high quality neadenite programs, a student-oriented environment, and a sense of community, Quinniples enrolls 3200 full-time undergraduates and 1000 for graduate and continuing edicumion. The College is organized in four schools, Allied Health and Natural Sciences, Brisiness, Liberal Arts, and Graduate and Confluxing Sturentium.

Liceral Arth, and ortaines and Commining culciums. Responsibilities include comprehensive, live-on nanagement for a cluster of residence holls. Area Coordinators are actively involved in selection, training and supervision of staff, managing financial resources and serving as judicial husting officers. In achieto, training missipplication area in involved in the indeveloping institutional and departmental policy, serve on the contract of the commission of the commission of the con-taining the commission of the commission of the con-taining the commission of the commission of the con-taining the commission of the commission Institutional and department poticy, serve on Divisionel committees and are encouraged to altend professional emferences. With nutli-cultural education as a focus. Area Courdinators will develop educational programs that are responsive to attudent needs

pogramie A Master's degree and/or supervisory experience in residence life is required. Renumeration includes a furnished agartment monthly lood stipent, leelphane, comprehensive benefits package and free tuition for gradunte courses. Salery is competitive. Starting date is july 1, 1992. 12 month contract.

is july 1, 1992. Conductive Control Please send letter of application, resume, and three letters of reference by April 10, 1992, to: CAROL, BOUCHER, ASSOCIATE DIRECTOR OF RESIDENTIAL LIFE, QUINNIPIAC COLLEGE, HAMDEN, CT 06518-0319. Air Road Djoyerimity, Affarraafive Action Employer, Minorities are encouraged as matter.

ROGER WILLIAMS COLLEGE HALL DIRECTOR

(A Job With A View) Are you looking for a Hell Director Position that is a our above the rest? Do all the lobs look the same? What makes our position different? As an RWC Hall Director, you would:

Work collaboratively with central staff on all projects, Experience 8 mail college environment where you can make an impact on students limit

on suddents' lives.
Engy the solidity to implement your own ideas with a pleihora of finan-cial, material, computer, and human resources.
Learn to challenge the creativity within yoursell.
Strive to bring an anaderstanding of diversity and multiculturalism to our

campus. Oh, and the view? Roger Williams College is a four-year, private college overlooking Mount Hope Bay, 60 miles south of Boston, 20 minetes from Newport, Rhade Island, and three hours northeast of NYC.

New york, tracker issues, what were found to a correlate job description to Hail Director Search, Student Life Office, and the Hail of Cold Farry and the Hail of Ha

UNION COLLEGE

DIRECTOR OF ESTATE AFFAIRS

We have so ostabilished, vigorous progrem of plasmal said deluted giving and we are sociling on stricular, experience of incliving and individual in these follows a brinin Collings progress to catabook its fiberationals.

The successful conditions will be familiar with cotten planning man important to the condition of the condi

Ploso submit your risumé fo:

Director of Personnel
Union College
Schenectedy, New York 12308 An equal opportunity, aftermative action completes

and on application, curriculum vitale, prince of contribution, and references to the first of contribution, and references to the first operation of the contribution of the contribution



ASSOCIATE DIRECTOR, PROGRAM DEVELOPMENT

Institute for Wellness Ball State University Muncie, Indiana

The Institute for Wellness was created in 1980 to serve the Ball State University campus and surve as a centryle in wellness beyond its bothers. Its threshold bous to to provide (a) it reserved, its event, east of justice, and all outside to provide its reserved to the state of the state of

of the indivision, and ultimately, the health of the symploying urgest as tion.

The positions of Associated Diseaser for Program Development is 1-1. The positions of Associated Diseaser for Program Development is 1-1. The positions of Associated Diseaser for Program Development De

Rell Stole University is on Equal Opportunity. Affirmative Action Employer and is strongly and actively, committed to diversity within its consussity.



Counselor-Education Graduate Program

LULIUSEID:—EGUCAHON Graduate Program, Ispacio California, 1809. College (10th. Aniestan professor, home-resta, pointion beginning Spelenter (1903. Tesch contest in Consister Education graduate programs. Concess may levolve tementary and sociodary graduate courselling, group courtesting, career courseling, appraisal and seesso west, aspections of practicious and student research. In addition to the programs of the contest, aspection of practicious and student research. In addition to his promission and sevent courtes and sevent and seed to the contest description and appropriate must have central educated in Contested Education and appropriate programs of the contest of the

Chairman. Shorter J. Schmer, And Mades-Dought 2017. 2014 (1978).

Chryster, Philliese could be between the second and second the second and sec

Period depotentation was Amicloued Tracking points. Secondary Professional Secondary Non-stoken Professional Secondary Non-stoken Professional Secondary Profess

SAN JOSÉ STATE UNIVERSITY

Disabled Student Services Department LEARNING DISABILITIES COORDINATOR

LEARNING DISABILITIES COORDINATED AND AND ADDRESS AND

Materials must be received no later than April 10, 1992. NOTE: Applications will not be accepted earlier than March 9, 1992.

MEDICAL CHIEF OF STAFF

Southern Illinois University at Carbondale

Southern Illanda University al Carbonstale is section a Hoolical Clief of Jaff. This position promises a Printy Practice model with emphasis on proverbive medicine seri verliness. The incumbent will printice an experience of the property of the property



You can send your ad copy to The Chronicle's Bulletin Board anytime!

By FAX

just call The Chronicle's FAX number, [202] 296-2691. For more information and to verify that we've received your copy, call our regular number, [202] 466-1056.

By telephone:

By telephone:

Our Bulletin Board assistants will be happy to take your
advertisements dietated over the selephone. We'll do so any
day of the week right up to 2 p.m. Monday—our weekly
deadline [except for holidays], just call: [2024 466-1050.

By mail:

Simply send the copy for your advertisement to the address below. You're likely to find the mails especially convincient when your copy is ready on a Tuesday or Wednesday, From aimost anywhere in the United States, first-less mail sect on either of those days will reach us in time to make our Monday deadline. Send your ad copy to:

Bulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Sulte 700 Washington, D.C. 20037

DN Market

Wartburg College

Waverly, Iowa

DIRECTOR OF COLLEGE RELATIONS

MINECULA CONCLUSION RELATIONS

Wallamf I follow seeks a readily reports in the profiled of Binets of
College Schames. The Hearth overse, re, a mender of the Advances.

The Hearth overse, re, a mender of the Advances.

The Hearth overse, re, a mender of the Advances.

The Hearth overse, respectively. The Hearth of Hearth overse, red and the Advances of the Hearth overse, red and the Hearth overse,

appropriate respectives.

The constitute selected bound have process this and declare the constitute selected bound have process with and constitute selected bound have process with and constitute selected boundaries with and involved the relations could not make an order of plantopartys and publication dependent and constitute flower to three years of expectation and a hardwise dependent of the plantoparty and publication dependent and a material process of the plantoparty and a material process of the plantoparty and publication and a material process.

elegace are preserved, interested conflictance, handel versal an intenduction pletter, efsumed, and de nances at lives versace was to bases Assau, ver l'evidente frei Admancement (Versalten) Geologie, 222 Nouth Stock, 1048, Nadowels, host 2017, 19912-222 Nouth Stock, 1048, Nadowels, host 2017, 19912-223 Nouth Stock, 1048, Nadowels, host 2017, 19912-233 Nouthern (Versalten) Geologie is a four-versa libroral art, value frei progression (Versalten) france, to translate in Nadowels, house, got miste low Waterborn Cercha 1818, Wortlang is a resolvantal veed traffice; et 1,350 audient. When group Gollege is on Affinantive. At has and Tipud Opposition freshipte.



Director Hospitality and **Tourism Services**

New Mexico Stale University

New Mexico State University

New Mexico State University in America Memory and International Programme (International Pro

Dr. Lynn W. Helders the Mestry Steb Discounty the 2004, Dool 1446 Los Cris et NM 8000, [NO) 646-1807

New Moxico Shire University is no equal importantly employer. All program or evertable to everyone, repartities of race, color, religion, see, ega, handida, or estimate angle.

Bynkey Employees perhodospy: J-direct person of the person

Oddop in the Final Operation. Althouse Provides Institute of the Point Operation. Althouse Provides Institute of the Point Operation. Provides Institute of the Point Operation of the

EVANSVILLE

BULLETIN BOARD: Positions available

Associate/Assistant Registrar

ASSOCIATE/ASSISTANT KEgistrar

The laborative for formatell include, exploitants, it in the position of Associated Registrar Speciality, exploitants of the position of Associated progress active to require such scales to progress active to require such six and final diagree audits, evaluations of credit by evans for college credit [AF or the college cred

Dr. Erik Nicleen Vice President for Academic Affaire Univereity of Evansville 1880 Lincoln Avenue Evansville, Indiana 47722

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER



BLOOMSBURG UNIVERSITY

Boundary University of Democritoria, lawler, applications for a permanent fielding admissions course-for the specialithe stacking extensive transport from the properties of t

Att) believes that collocal dwarnly, at ex-statis in the elemental process, that spa-ments from manners and warms are referred from manners and warms are referred from manners and the thought of the partition in filled. The tax manners are the partition of the coll a lev-ter of latent, respond out from Anal. Is, the collection of the partition of all the search of the partition of the collection of the partition of the partition of the col-mon and latenty on manners of three ones and the partition of the collection of the partition of the collection of the col-mon of the partition of the collection of the partition of the collection of the col-lection of the partition of the col-colection of the collection of the col-olection of the collection of the col-colection of the collection of the col-colection of the col-cole

against 17% eight personnel of the control of the c

DIRECTOR OF **INDIVIDUAL GIFTS**

Mount Holyoke College

Mount Holyoke College, the nation's oldest private liberal mts college to women, seeks an experienced individual to overnee all aspects of fund-rabing efforts and operations of the annual and major giving horn alum-race, parents, and frients, totaling \$7.8 million.

nee, paenis, and kienis, ionique, \$7.8 million. Immus, groug norm alum-laporities in the Protection of everleptions, the successful conditions will be responsible for design and implementation of programs tempered to used indebidual and ming glist prospers. Special emphasis with the placed on the enhancement of planeed giving programs, development of a condition of the planeed giving programs, development of the statistic programs of the programs of the planeed giving and con-lections of the planeed giving programs. The purpose of the international group of the prospectis, personal contacts and solicitions.

son incomes

A baccalaureate degree with five to seven years of demonstrated success
in iund-rating activities, preloably in higher education. Experience in
campaign fund rating, worthing with volunteen, managing staff, and so licling major gifs required.

Please send résumé and letter of application by March 18, 1992, to He man Resources, Mount Holyoke College, South Hadley, MA 01075

WE ARE STRONGLY COMMITTED TO A PROGRAM OF EQUAL OPPORTUNITY EMPLOYMENT AND ACTIVELY SEEK APPLICATIONS FROM WOMEN AND MINORITIES

COUNSELOR

The Catterwayes County Corpus of Memortan Community College is sealing a dyname and humanitately printed indevidual to serve is selected as a dyname and humanitately printed indevidual to serve indevidual control services discussing population in a consideration groups, This Externs Institutely position is associated to single August 1952; The primary discussion of the control o

FOR SALE



■ COMPUTER SYSTEMS

HIDRNITHRY FURNITURE # AUHID-VISUAL EQHIPMENT

I LABURATURY SUPPLIES

■ LIBRARY MATERIALS

ATHLETIC EQUIPMENT

MANU MIRE

THE EQUIPMENT you're nu hanger using an your campus may be just the thing that husiness namagers or arrhy members at other institutions are husly fire. Let them know about your-surplus material: Due The Grunnich's Bulletin Buard pages to get the word unt annun your mure than 400,000 readers at over 9,500 citleges, universities, and other organizations.

They're sure in see your listing. A recent survey found that almost 9 out of 10 uf our subscribers book at the Bolletin Board regularly. And nur "Br Sale" section will always start on the first Bulletin Board page.

The Chronicle's Bulletin Board is THE ACADEMIC MARKETPLACE

... and not just for jobs.

DIRECTOR OF INSTITUTIONAL RESEARCH

The Institution

■ J.argesi two-year college in sinie; fifth largesi among state's 47 colleges and univecsities

■ Located in state's second-largest elty between the Boston

Located in state's accond-targets cut vertical and Ousehits mountain ranges
 FTE has increased over 60 percent since mid-1980s
 Endowment is fifteenth largest among nation's public two-

Endowment is investin largest among maters by more very eyer colleges

Beginning implementation of major computing upgrade—
campus-wide fiber optic network, new mainframes, library satomation, all new integrated applications software, relational database, etc.

\$ 17.7 nillion bond issuer essuiting in major campus expansion

University Center on campus offers 8 baccalaurente and master's degree programs from three universities

The Position

Newly created position reporting to VP for Planning and Government Relations

Priority is design and implementation of an institutional

effectiveness measurement system

Assess accomplishment of each facet of the college mission
in qualitative and quantitative terms

■ Maintain database containing most frequently requested

■ Salary range: \$35,000-546,000, depending on experience

and proven results

Liberal fringe benefits package

Qualifications

Master's degree required, doctorate preferred, in a discipline

urnamer's negree required, doctorate printeres, in a usespine with significant statistical component.

Worklag knowledge of educational research and statistics and familiarity with higher education bases.

Interest in gathering, analyzing, interprelling, and reporting of data and recommendations concerning educational input of data and recommendations concerning educational input.

or on a san recommendations concerning educational input
and output measures

Working knowledge of computers and statistical,
spreadsheet, and graphics software
Prefer fenching and/or admissinative experience that lends
lised to a campus-wide outlook/overview of community

Application Procedure

a Submit resume with cover letter dealiling qualifications as Write Director of Personnel, Westark Community College, P.O. Box 34-69, Port Satilly, Articosas 7291.3 an Official college application form and detailed job description with the sets by return mail at Review, of applications will tegrin March 18 and continue until the position in Billed

AA/EOE

the control of the co

until the position is filled.

Psychology, Andersan Psychogen, assertiondeptition to any bodies, a distanced, remadeptition to any bodies, a distanced, remadeptition to any bodies, and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
and any bodies,
any bodies,
and any

SPIMA Milantility, wentes not ausbare of other processing of the processing over encouraged to an evil of a Auto Centricutor.

Perchology Psychology IV CI positional Control of the processing of the processing





Dean

School of The Engineering and Industrial Technologies

Coppon Institute of Tachnology, Good and 1 MPJ, Institute of the surry side of the created in the Cascade requested in 1947, Institute on the surry side of the created in the Cascade requested in 1942, Institute on the Chapter of the Chapter of Higher Excellence in 1942, Institute on the Chapter of the Chapter of Higher Excellence in 1942, Institute of the Chapter of the Chapter

Daveloping and modifying programs and subject matter in keep-ing with the changes in technology.

was an accuming an recinionogy.
 Providing the appropriate educational experience in computer theory and applications for OIT students in all majors.
 Réaling the School to appropriate employers, licensing agencies, and polerational excitetts.

Promoting the collegial etmosphere and scholarly productivity of the School.

on bounds, of partments of the School in the delivery of quality of careful the needs of diverse populations and of the regional and attenuate economies.

Be qualified to be appointed as a professor or associate professor with tenure in an academic department of the School and for personal involve-ment in teaching, service, and scholarship.

ment on teaching, service, and scholarship.

2) Have prior achievement at the level of department chairperson or equivalent.

Oregon lestitute of Technology Atm: Shalby Wisdom, Personnel Director 3201 Campus Drive Klemath Falls, Oregon 97601-8801 (503) 885-1108

ns or nominations will be eccepted until the position is filled. OREGON INSTITUTE OF TECHNOLOGY IS AN EQUAL OPPORTUNITY EMPLOYER

Community College

DEAN OF ENROLLMENT MANAGEMENT (Search Reopened)

Reports to Vice Predictor for Student Services. Administrative leadership and Commission Court. Student Support Services and Administrative leadership and Coll Commission Court. Student Support Services and Administrative leadership and equipment in the Student Services and Administrative A

reprinting and Lary Participants of the College State of Conference of the College State of Conference of the College State of Conference of the College State of State of Conference of the College State of State of Conference of the College State of the College

ha dan Jana Li, Fallow will consist a grant and the property of the property o

·STETSON:

CAMPUS LIFE POSITIONS

Siction University is a private, conductational, compreheasive, primarily realizatival and undergraduate institution with a strong institution with a strong institution with a strong institution with a strong institution and the strong institution and the strong institution and the strong institution and the strong institution and institution are instituted in the following qualitation are instituted for the following qualitation are instituted for the following qualitation and institution of Campsu Lila Master's degree, 5-7 years' experience in Suderia Holdeld Allates.

m accuent judicist interes.

Director of Sesidential Life, Mastor's dogree, 5-7 years' post-graduate supervisory exponence in residential life progrem.

Assistant Director of Residential Life, Mestor's degree, experience in residential life program, good motivator interested in stall devais ponost. Level, no salide.

Representatives of the University will conduct interviews through the placement services of ACPA and NASPA national conferences. Women, recital and abloss inflantities are strongly recouraged to apply. Please send curriculum vites, unafficial transcript ond request for detailed jeb description by Apill 1, 1982.

lames R. Boesley
Vice President and Deen of Campus Lile
Campus Box 8357
Stetson University
DoLand. Flotide 33720

STETSON UNIVERSITY IS AN EQUAL OPPORTUNITY EMPLOYE

accompanies and a second secon

UNIVERSITY OF WISCONSIN-EAU CLAIRE DIRECTOR

SMALL BUSINESS DEVELOPMENT CENTER

The School of Empirece at UN-East Chier Is cricking an exadence confirmment to fill the position in University of the SECU. This premay will be expensible for planning that the position of the SECU. This premay will be expensible for planning and expensive processing the security of th

Sussay rangs \$37,000 to \$41,000. For a detailed description cult [715] 836-58]]. Send application letter, résumé, and three letters of reference to:

Chair, SBDC Search and Screen Committee Small Business Development Coder University of Wisconsin-Eau Claire Eau Clairs, Wisconsin \$4703-4694 Application deading May 1, 1992.

UW-Ean Claire is an Affirmative Action, Equal Opportunity Employer and encourages anotications from qualified a onest and miscrity canalisties.



You can send your ad copy to The Chronicle's Bulletin Board anytime!

just call The Chronicle's FAX number, (202) 296-2691. For more information and to verify that we've received your copy, call our regular number, (202) 466-1056.

By telephone:

By telephone:
Our Bulletin Roard seletacts will be happy to take your
odvertisements dictated over the telephone. We'll do so any
day of the week right up to 2 p.m. Mondey—our weekly
deadline [except for holidays], lust eath; 2027, 466 (103)

Ry mail.

By TIBIL:
Simply send the copy for your edvertisement to the address below. You're likely to find the malls especially convenient when your copy is ready on a Thesesender to the content when your copy is ready on a These ready and the send that you have been the United States, first-class mall sent on either of these days will reach us to time to make our Monday deedline. Send your sd copy to:

Bulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037

Associate Dean College of Education and Human Services Wright State University Available on or about July 1, 1992

Wight Steto Liverselly is exoling normalizations and applications for Associate Doan, Cellego of Education and Human Bervices. The Associate Doan, Cellego of Education and Human Bervices. The college has an involvation of applicationally 800 undorgardaries degrees are colleged in 30 mg/ses and mention's degrees are clienced in 30 mg/ses and mention's degrees are clienced. The collego is accredited by the North Central Association and NCATE

and NCATE.

The Associate Dean works undor the supervision of the Dean is providing leadership in program and cutochum development presented recultiment, devolopment, and evaluation; substate secutiment, escolation, advising, and related sentose; busyes repression; resource devolopment, and financial management representation of the college with the university and to other control of the college with the university and to other control of the college with the university and to other control of the college of the control of the college professes and operations. Teaching, achievity productivity, and professional earther are expected.

eservica sus expecient.

Candicialem multi here 1) en osured disciorate degree and e acord ol tesching, achderable, and service suificient to mail tenure text appointment within a department of the college; 2) successals experiment within a department of the college; 2) successals called no equivalent expectation in the 1-12 sector, higher education, or aquivalent expectation in the 1-12 sector, higher education, or human services; 3) elevery communication and interpressonal selections are activate; 4) elevery communication and interpressonal selections are activated and activate activate and activate activate activate activate and activate ac

enjimmingerment teem in his service of the college and qualifications of the condidate at the time of appointment. First qualifications of the condidate at the time of appointment. First properties of the condidate at the time of appointment of the view of the condidate at the condidate of the condidate of application, via via terman appointment of the condidate of application, via rames, addresses, end lespense unmbros of all saist the refer-ences; and other supposing nationals to: Chaff, Soarch Committee, Accordate Deem, Collego of Education and Human Sorries, Wight Accordate Deem, Collego of Education and Human Sorries, Wight Chaff of the condidate of the condidate of the condidate of the University is not could oppositely politicative action receiptors.

Wright State University Dayton, Ohio 45435

THE COLLEGE OF SAINT ROSE

Assistant Director of Counseling and Psychological Services

The College of Safail Rose assists applicants for the position of Assistal Director of Courseling end Psychological Services. Responsible and Courseling end Psychological Services. Responsible and Courseling Psychological Services. Responsible and Courseling Psychological Courseling Psychological Services. Responsible of Courseling Psychological Courselver Psychological Courseling Psychologica

Linde S. Vare, Ph.D.
Ditector of Counseling and Psychological Services
The College of Saint Roso
432 Weeten Ave.
Albany, NY 12203

The College of Seinf Rose is an independent college, committed in the liberal error and to produsedored programs. The College serves 200 undergrams of the College is Contacted in the College is Contacted in the cultimetry like and diverse Capital Region.

The College of Seint Rose is an Equal Opportunity Employer, Women and minorities are urged to epic.

mitted by April 24, 1992, although the posi-tion will recent open until filled.

The Market Control of the Market Control of

Particularies And Brand Account of the Control of t

position start. August 19, 1992; gierr range \$15,000-519,000 Interview a wij ser range \$15,000-519,000 Interview a wij ser range \$15,000-519,000 Interview a wij or Armitecture and the service and the service of the service and the service and the service bern of a sidelinear release of the service bern of a sidelinear release of the service of the least College, the service of the service of the first service and the service of the service of the service (Lewiston, Gallon Start). A service of the service of the

799-2010, for 1200 FPS-2011. According to the Company of the Compa

RIILLETIN BOARD: Positions available



Florida International University The State University System of Florida Director, School of Computer Science

The School of Computer Science is seeking a distinguished computer scientist to assume a leading role in transforming it into a strong center of

Florida International University invites applications and nominations for the position of Director of the School of Computer Science. We needed in different dividual with excellent lendership skills and a distinguished record of research and external funding support, ingether with n leaching record and administrative experience suitable for appointment at the rank in frofessor. An enrued Doctorate in Computer Science or related field is required.

The School of Computer Science enjays strong support from the university administration and is expected to play on important role in the university's move into the first rank of frescurch institutions. The Director is expected to provide strong leadership in this development.

The Computer Science program was initiated in 1972 and elevated to the status of a School within the College of Arts & Sciences in the Fall of 1987. Currently, the School has 20 full-time farulty members who support approximately 550 undergraduates, 50 muster's students and 15 dectoral students. Further fisculty growth is anticipated.

The Schnol's research artifilies are concentrated in three general areas databases, software ringingering, and distributed and parallel computing, Individual research is also performed in meas of unalysis of algorithms, glogic differential areas of unalysis and algorithms, glogic differential and galantic editorational computing is to be un a network of workshalms, file servers, and on Eurone multipracessor. Mast undergraduate mappiling is provided by the university's computer rentier.

FIU is the largest university to South Florida and the fourth largest of the nine basimins in the State University System. It has more than 23,000 sindents and 770 full-time faculty members. It does not than 180 academic programs at the Bachelur's, Master's and Doctoral levels.

Nominations, personal inepriries or applications (including the names of 5 references) should be sent to:

The sent to Prof. Samuel Shapter Chalaperson - SCS Director Search Committee (Lodge of Aris and Sciences Florida International University Manut, Pt. 33 (18) (10) 3 (18) 2000 (2007) 3 (18) 2000 (2007) 3 (18) 2000

SAM HOUSTON STATE UNIVERSITY

Dean of Student Life

The adjustment (Institute, Text) is a significant of the control of the restore o

Char, Deposit Students de heur à Construe Office et Academic Affaire and Student Services Box 2007 St Pull Student House Ce, 18 77311

Sam I Swar on State University is an Equal Opportunity, Atlantation Action Internation

without from 1 feets treat tre

State University, with 96 undergoedwise (copions. Propoducie programs, programs is the testin large or exist a consider visities of the flast of testing large of the control of the flast of testing large flast of the state of the copion and 97 (1974) and plant testing large flast of the state of the copion of the state of the copion of the state of the copion of the state of the state of the state of the copion of the state of the

Selection of randidates for interviews will begin in March 26, 11992, but qualified applicants will conditate to be considered until the position is filled.

All conditions of employment are highly competitive and open for negatiation. FIU is an Equal Opportunity /Equad Access/Allit matery Arthor Employer institution.



Nell Hodgson Woodruff School of Nursing **Emory University**

Associate Dean for Academic Affairs

Nell Hodgson Woodruff School of Nursing at Emory University Invites applications and nominations for the position of Associate Dean.

RESPONSIBILITIES

Provide academic leadership in the planning, implementation, and evaluation of baccalaureare, masters, and doctoral programs.

REQUIREMENTS:

- Earned doctors in numing or related discipline
 Record of funded research and scholarly productivity
 Innovative leadership and administrative experience in numing education
- Innoverve rescenting and communication skills
 Professional credentials and experience oppropriate to a senior tenure track appointment
 Eligibility for RN Ilcensure in the State of Georgia

ENVIRONMENT.

INVIRONATION:

The Nell Hodgoo Woodself School of Neuring is the professional numing achool of Emory University, a privately endowned conducational locitarion which necessfully recruits suchme and faculty of the privately endowned conducational locitarion which necessfully recruits suchme and faculty of the privately endowned conduction and the such action of numbers Atlantia when is exponentiated by the processing to the conductivity of the processing the processing the conductivity of the processing the environment. The campus to part of the Ciliton Conduct, "a burgeoning but of sessend institutions, including the Centers of Disease Control and the American Content Society's headquarters. Colhorative relationships see further enhanced by briefing part of the Robert W. Woodself-Health, the School of Numing, Emory University. The Center is computed of the School of Medition. Public Health, the School of Numing, Emory University Topicals, the Emory Clinic, Yerkes Regional Primate Research Center, and Crawford Long Hospital of Emory University. In addition, the Center is stillinged with Edgeron. Californ's Hospital, Clody Memorital Hospital, the Vectores Affaiss Medical Center, and Wesley Woods Geristute Hospital.

Position will remain open until filled. Interested individuals should submit a letter of application, emitculum visse, and names, addresses, and relephone numbers of four references to:

Clair E. Martin, PhD, RN, FAAN Dean
Nell Hodgson Woodruff School of Nursing
Emory University
Atlanta, CA 30322
(404) 727-7975

Emory University is an equal opportunity, affirmative action employer.

EMORY

Assistant Dean of Students

ASSISIANI DEAN OF STRUCTUS

[Most Lallow, refit Bet Kape, Helle of et and church einited

olitais in send-sentral illimit, is accisige an Austrant, Dean of

suberns. Responsibilities will include Dructure of Instance treatdence built accessessible areary 600 at suberns; edwines caused

send-sentral senders are suberns of production of the control

for in studies fractionally all college remaintless, and possible op
portunities for pri-lime isochine, Quellian stone Monter's for

treat in studies price at a most college preferred; acculant

consentination with the suberns of the college preferred; acculant

consentination with the college preferred; acculant

to the college preferred; acculant

consentination with the college preferred acculant

to the college preferred accurate the college preferred accurate

to the college preferred accurate the college preferred accurate

to the college preferred accurate the college prefer



A calender of forthcoming meetings, conferences workshops, and institutes of importance to scholars and college

every week in The Chronicle.

WALSH COLLEGE **Assistant Academic Dean**

Walsi College, an independent Catholic, four-year liberal orts col-lege, is seekiag an Assistant Academic Dean. effective July 1, 1992. Position requires earned terminal degree, college teaching experi-ence, ead background in curriculum, instruction, and supervision. Contract term is 12 months. Respossetibilities include:

Conjusct term is 12 months. Responsibilities includes:

a hiring, acticulating, availability adjunct feasily in cooperation with

a hiring, acticulating, availability adjunct feasily in cooperation with

a significant feasily adjunct fineally and overloads contain step and

apparating in adjunct fineally and overloads contain step and

apparating in adjunct fineally and overload contain and

a significant programs or apparating from the containing programs

a heighing prepare department budgets, supervising budget expendi
coordinating authorized production subgression, dismissed process

dealing with student accelerate related concerns, grade apposits

teaching there courses per contained your,

by the Acceleratic Dean.

Femsie and minority applicants are strongly encouraged to apply. Application deadline: March 27, 1992. Send application letter, vita, samples of publications, three letters of reference to:

Mick Niece, Pis.D.
Office of Academic Dean
Whisb College
2020 Easton St. N.W.
North Canton, Ohlo 44720-3396

An Equal Opportunity, Affirmative Action Employer





NORTH CAROLINA STATE UNIVERSITY DEAN FOR

UNDERGRADUATE STUDIES

forth Cardina State University invites applications and nontinuous for the judy searced position of Dean for Undergraduate Studies. The University ocks a creative, enterget a and resourceful person who will provide vision of leadership to the Division of Undergraduate Studies.

of eacherings to the Doction of Undergraduate Studes.

**NUVERSITY DENIS CASIMA SET UNIVERSITY IS also degram university as a band-gram university as a magerial production in 1897. The University is located in Utility and in an imagerial production of the University of Located in Utility and in 1897. The University is located in Utility and in 1897. The University of Located in Utility and Control of University of Utility and Control of Utility of Utility and Studes. Eurodise, in 18,7544 with over 18,400 and in 18 decise operation and the Utility of Utili

DALIBEATIONS. An extend determine, and extension, managements, content to the property of the

Professor Karle F. C. Holloway Chair of the Search Commutee North Carolina State University Box 80:5, Raleigh, North Carolina 27695-81/6

teriew of applications will begin March 16, 1992. The position is expected in be filled by July 1, 1992.

North Carollia State University does not practice or condone ductimua-lon, in any form, against students, employees, or applicant on the ground of stace, color, national origin, relation, gender, again landers, or sexual pricentation and is an Affirmative Action, Equal Opportunity employer.

XAVIER UNIVERSITY OF LOUISIANA ASSISTANT DEAN GRADUATE SCHOOL

The Graduare School of Xavier University of Lossians invites application or the position of Assistant Dean Position aveilable June 1, 1992.

or the position of Assistant Door. Position restrictle June 1, 130.

If a Assistant Door, reports no the Donn of the Graduate School and a page-position for managing, promoting, and developing educational, research, subtles service, and dimerating, activation for the Casalact Serbond, Addisposition and Casalactic Control of the Casalactic Serbond, and an application of the Casalactic Serbond, and the Casalactic Cas

Salary for the position in competitive and commensuate with experience and qualifications. Letters of application name be postmarked by April 1, 1992 in order to receive full consideration. To apply, send official transcript and three letters of reference to: Search Committice, Graduere School, Xayler University of Loudstan, New Ordens, LA 70125.

Navier University is an Equal Opportunity, Affirmative Action Employer

Algore VI is Builden Dreammer of pathcomplete a light and receive in it is followed.

The property of the pr



CLEVELAND STATE COMMUNITY COLLEGE **DEAN OF ACADEMIC AFFAIRS**

Clevelend State Gemmunhy College in these applications in the problem of Doors of Academic allairs. This position requires the Cultege Prevident and Indian College and Colleg

sistenti national larger and to theorems are. Saling in waterbide in mountains of protections for houses awar, and approximately for houses awar, and approximately for houses awar, and approximate the region of the propose at Improving international brought protection and the state of the propose at Improving international solution faculty in reviewing compiling international international solution faculty in reviewing compiling international international solutions and solution faculty in the Academic Adults's Cammington in the control of the solution and solution and solution and services of the Financial ways in the State of the St

until the position is union.
Contact: Personnel Office
Cheeland State Community College
P. O. 800 3570
Cleveland, TN 37320-3570

Cleveland State Community College is an equal opportunity employer

tarness tulirs ven saan veel muuramisemin situispinni saaruu vuu selli tunesiin jani ka viis ulikkee

ASSISTANT DEAN College of Business Administration

University of Texas at Arlington

The College of the Co

Dean's Office
Gollege of Business Administration
University of Texas as Arthugues
UTA Box 19377
Aslington, TX 76019-0377

The University of Texas at Arlington is an Equal Opportudity. Affirmative Action Employer.

1411 M \$16840 M NORTH OREGIN WORLD STRATEGY GARAGE BERNING DE ARTES DE ARTES DE ARTES DE ARTES DE ARTES DE ART



Lists of the talest books of interest to Academescholarly books and books

every week in The Chronicle.

Dean of Students



The South Univers School of Mines and Technology seeks a dynamic and creative multivalual who is interested in meeting the opportunities, challenges, and responsibilities of the median and Denn of Students. The Benn of Students between the Students between the Committee, and control all Students reviewes programs at the university, in order to assist atments in developing intellectually, notify, and

Positions which report directly to the Donn are the Director of Admissions, Registrar, Director of Financial Aid, Director of Student Housing, Director of Food Service, Director of Mentane, Director of Student Activities, and the Director of the Tech Learning Lenter. To Brean will work closely with the President, and nust maintain linitions with student government, faculty, department heads and others. The individual selected for the position is capected to have extensive superince in college actualnet nerviews. A Ph.D. or ELD. is required. in college student services. A Ph.D. or Ed.D. is required.

The South Dakota School of Mines and Technology, with approximately 2500 students, is a well-known technology, who approximately 2500 students, is a well-known technological university serving the region. The nativersity is located in Rapid City, South Dukota, with a mild and bracing climate not malke that of Derver, CO. The city is the gateway to the beautiful Black lidits. and Mr. Rushmore.

Review of applications will begin on March 31, 1992 and sill continue until the position is filled. A starting date of July 1, 1992 and article and proposed statement of qualifications, a complete resource and three letters of recommendation. Please send all materials to

Mr. Thu Hemletson, Dir. of Financial Services Alti: Hean of Students Search Students Search Students Students Search Students Students of Misses and Technology Still East Suita Jiooph Street Rapid City, SD 57701

The South Bakota School of Mines and To hoolegy is an Equal Opportunity Afternative Action Employee

UNIVERSITY DEAN FOR ACADEMIC PROGRAMS AND POLICIES

PROGRAMS AND POLICIES

Ilst University I beas for A aderest: Programs and Velvices report

Ilst University I beas for A aderest: Programs and Velvices report

I be University I beas for A aderest: Programs and Velvices report

I branch by I principal deputy in sociationing and stored by the sociation

I bear of the College of the Coll



Mary Kavanaogi Office of the Vice Chancellor for Academic Affairs THE CITY UNIVERSITY OF NEW YORK 535 East 80th Street New York, NY 10021

G. 1922. The state of spacesment to meanly all the state of the state

colorism to Dr. Rogard G. Johnson, ProLife. Struct. Med. Johnson, ProLife. Struct. Med. Johnson (Christon, 1)—
Life. Med. Johnson (Life. Med. 1)—
Life. Med. Johnson (Life

GETTYSBURG

Dean of Intercultural Advancement

Getypuing College invites applications and annimultions the position of boson of histocultural Advanceases. The position of boson of histocultural Advanceases. The position of boson of histocultural Advanceases are all the position of histocultural Advanceases. The position of histocultural advanceases are all the position of histocultural Advanceases is the load administrator in providing guidance and discretions in the institution in providing applications of discretions for the institution in the position of the posit

Callege and willis the local community.

He or als supportises the activities of the intercultural Resource Center, including occudentic support services, commelsing, cultural prosponsmitting and generological studies.

Limitational Resource Center and supervises a staff containing of all-time Assistant Dens, security and operations of portions Moh Stills Specialist. The Deen coordinates the containing of a lattice and staff or coordinates the containing of an annual containing of the containi

In the secretiment process.

The successite condidate will possess o post groducie degma in psychology, counsoling, highes aduction administration or or rolented listed and have on least live years' experience in working with students of coles of the college level. He or sho must olice possess accessions between the college level. He or sho must often one of succession between the college level. He was not provided the college level. As the college level was been administration and in high processing the college level.

Gettysburg Collogo ennells 2100 students with approxi-metally 2 percent students at color. Located in south control Pennsylvania, Gottysburg in 90 minutes Innu Washington, DC and Baltimons, MD.

The successful conditate ripould be prepared to begin no later than August 1, 1932. Letters of interest and opplication should be received by Murch 23, 1932 to issue full consideration. However, the Committee will manus rull consideration. However, the Committee will continue to review oppications until the protion is billed. Places send a totte of interest, teamno, and nonce and addresses of three current softenesses. Lo. Ma. Interest. 18 (1998). Donn of the College, Gettysburg College, Cattoburg, 1997. Bunsey, Doan of the Gettysburg, PA 1732S.

Women and minorities are especially encouraged to apply. An equal appointmity employer.

DEAN, SCHOOL OF THE ARTS AND COMMUNICATION

Search Re-Opened

The William Painsson College of New Jarsay muster treatmentors and applications for the postulars at Hoste, School or the Arts and Communication in a weak control stransfer of the School of the Arts and the Arts and Communication to which stransfer of the schools of the School of the Arts and Communication, thus can the Little Communication, thus can the Little 1997.

the Dean is the cheat exademic silvier of the School, reports in the Phoest and Vice President for Academic Alluss, and is a recorder of the Deant Chance, Symbol is responsible to advancing, and advancing the mission of the School, planning and existency the development of its academic program, and administering the School, including budget planning and management, and all personnel matters.

plantes and minagement, and all personnel matters. The successful canadate most possess personal qualities of tradership and vision; an crathususam that and proven record of seccese in the development of personnel of a vacciousal and an expension of a valid communication and curvals and an expension of the province of the second regional and consport provinces and personnel of the provinces of

Selary to dependent upon qualifications and experience for appointment which will begin by August 1, 1992.

William Peterson College, on a 250-acre subulban campus 20 milas from New York City, is an accredited state college offering 50 undergraduate programs. WPC is an aftirmative action/aquat opportunity employer.

Review of applications and began unmentality and continue unto the position is filled. Applications who they can always with a letter clinic specific programs and accommissionness solves to the about criticia, a cumplum visio, and the names, addiscess and templane numbers of three (3) references who may be contacted at the time of an abelian to be interested with one may be contacted at the time of an abelian to be interested with one proposal of the caracted. Planes formall to:



DR. ELEANOR SMITH Vice President for Academic Affairs WILLIAM PATERSON COLLEGE BEAVER DD WESTIGN, Here Jersey 07470

me field for by the colletes. The new of the colletes metallicity of the colletes and the c

DEAN OF LIBRARY SERVICES EASTERN ILLINOIS UNIVERSITY

Eastern Hillinois University lavives nominations are applications for the position of Usern of Library Services. The Donn is responsible production of Library Services. The Donn is responsible production of Library Services. The Donn is responsible production of the Donne Council and reported efficies, the Islant is a mamber of the Donne Council and reported effectly to Islant is a mamber of Bonne Council and reported effectly to Islant is a mamber of the Hillinois and reported effectly to Islant is a mamber of the Hillinois and the Council Indiana and the Council Indiana and Islantinois and Islantinois and Islantinois and Islantinois and Islantinois Islanti

lino union catalog and circulation system.

Essarru Illinaia University is a public, rasidamilai university of 10,000 on-campus attudents tenrolled in undergraduate and graduate degree programs. Essataria is one of twe universitiatis in the theart of Gavernore systems or which there is a system-wide facult beart of Gavernore systems for which there is a system-wide facult by the North Carteria Association and the National Council for Accreditation of Teacher Education. Essataria is altusted un a 384 accessing the community of the Carteria Association with the Carteria Illinais in a community of 20,000 with access to a several major chies, including St. Louis.

Chiengo, and Indianapolla.

Candidata for its position of Duan must possassa a doctorate in library actence from an A.I.A. accordiond institution or an MLS assistance from the A.I.A. accordiond institution or an MLS assistance of the control of the A.I.A. accordion in the control of the A.I.A. accordion in the control of the Control o

required. The position is evaluable duty 1, 1992. Salary is communaurate with qualifications and copartance. Review of complete despite of military and the position of the complete of positions of the complete of the compl

Jon Laddle, Sourch Conmittee Chair Itoom 201 Old Main Eugland Illinois University Pharlecton, Illinois 01920

DEAN OF INSTRUCTION LASSEN COMMUNITY

COLLEGE DISTRICT Lussian Community College Bistrict in Susanville, Collformin, is senking an experienced academic mining to serve as light of instruction.

Minimu qualifications include Muster's degree and three years' acolemic administrative experience or equivalent. Salary is \$64,000

To be unshiered, submit a letter of application, District application form, numes of three or more references, and lassis for equivalency, if requested, by Friday, April 3, 1992,

Dr. Victor L. Sainte-Maric Chair, Search Commiliee Lassan College P. O. Hox 3000 Susanville, CA 96130 Telephone (916) 227-6181 x216 FAX (916) 257-8954

Lessen College is on Affirmative Action, Title IX employer.

Differ 1907 18874, Control-Neuman Col-leger, editions Col-Constant Col-leger, editions Col-Constant Col-leger, editions Col-Constant Col-leger and Colleger Colleger Colleger Colleger Colleger Colleger Studies—Constantion of Radioons Colleger—Constantion of Radioons Colleger—Constantion of Radioons Colleger—Constantion Colleger Colleger Colleger Colleger Colleger—Constantion Colleger Colleger



An update from Washington on what's happening in Congress and in the federal agencies that 'n likely to affect colleges and the people who work in Academe -

every week in The Chronicle.

PimaCommunityCollege

ASSOCIATE DEAN OF INSTRUCTION

For **Business**. Computers and Human Sciences West Campus

Plans, directs and reviews the oducational services of an academic alhistion, coordinates assigned activities with other College Dhistons, Dupartments and camputes and qualify agencies, and provides highly responsible and complex administrative support to the Dean of Instruction. REQUIREMENTS (Equivation in Asiatory degree from an accordance or observed that the College C

Community Cultiges of Arizona.

Knowledge of organizational and management pacifices as applied to the planning, analysis and evaluation or programs, policies and operational Principles of superprising, salarings and performance evaluation Perlament Fuederal, State, and local laws, codes and regulation. Principles of superprising salaring and performance evaluation Perlament Fuederal, State, and local laws, codes and regulation. Principles and procured to the principles of superprising superprising superprising controllation in the exect of subgrammer. Principles and practices of carectoom level-upprinced and instructional teaching strategies. Current trends, research and development in the exect of subgrammer.

development in the eras of assistances.

Althirys interegrand anythy-Colleg gashs, objectives, policies, procedures, rules and regulations. Analyses procedures, identify alternative studies, portugates, and an experimental control of the procedures, in the procedures of the procedu

STARTING ANNUAL SALARY: 3-18,661 Review of applic aims will commence on March 23, 1992 and will continue until the spotiation is likel. To the considered, a completed Plma Continually callege application, a returned, nonalificial translepts and the names of three Us current references must be sidmitted. Tailure to compete the application explainment will result in climation of candidacy vial official affective parameters will result in climation of candidacy vial official affective the control of the control o

ulsmitted Iu.

PIMA COUNTY COMMUNITY COLLEGE DISTRICT
Employment/Fluman Sevences
P. O. Box 3010
Tucton, AZ 85702-3010
1602) 084-6624

Pima Community Cullege is committed to multicultural aliversity and is an equal opportunity, alternative action employer. Women, adventice and other protected classes are encouraged in apply.

4

Southern Methodist University

SCHOOL OF ENGINEERING AND APPLIED SCHECE

faminations and applications are invited for the position of Asso f Engineering and Applied Science at Southern Methodiat Univer

SEAS offers graduate programs in Blackton Brightnering, Methanical Engineering, Compete Designating, and Computer Season, Operations Engineering, and Computer Season, Operations and Season and Seaso

The Associate Dean will report directly to the Deen, will represent and seith bin, and will have the responsibility for coordinating and repanding graduate adjustances and research activities. He/she will supervise the graduate recruiting and admissions process, oversee the operations and exhetiling of the distance advantance (TV) activities and be involved it relations with industry. The successful candidate will be expected to continue an activative/outerant in schooling school precisions.

Candidates for the position smust have an earned doctorate and successfundinistrative experience. Their achievements as teachers and exchaind, justify senior faculty appointment in one of the departments of the School. The appointment may begin so surfly so August 1, 1992. Salary ar rank will be commenturately the qualifications and experience.

The review of applicants will begin April 1, 1992 and will continue until the time of selection. Candidates should attend a complete resume and 3 retremens to Dr. persons K. Studio, Chair, Associate Deen Search Committee, School of Engineering and Applied Science, SMU, Dalles, TX 75275-0335.

SMU is an equal epportunity/affirmative sciion, Tide IX employe Applications from women and minorities are particularly encouraged.

Lately Engineer and repocially seeks some can set make it in the continue of t





DEAN/ENDOWED CHAIR

College of Business Administration THE UNIVERSITY OF OKLAHOMA

Norman Campus pplications and nominations are invited for the position of Desa, College Business Administration, and the first holder of the Fred E. Brown hair la Business.

Chair is Business.

(KSPONS) füll LTTES: The Dean provides academic, intellectual, and administrative is adenthip to the Cullage and reports directly to the Academic and an officiously, and mans. Campas. The Dean's responsible for reporting the anti-provide and provided in the Company of th QUALIFICATIONS: Candidates mast meet the following requirements:

- QUALIFICATIONS: Candidates must must the following requirements:

 Condidates with an explemit healequed should posses in carned
 deported and qualify for appointment as a teamer dynolesser is the
 Condidates with a busiases healequed should have a outstanding
 record of leadership and actionvenent and a demonstrated summitment to said an understanding of lighter describur.

 Desponstrated shifts to lead and accessfully manager professionals:
 in Desponstrated shifts to lead and accessfully manager professionals:
 in Desponstrated shifts to lead and accessfully manager professionals:
 in Desponstrated shifts to lead and accessfully manager professionals:
 Desponstrated shifts to lead and accessfully manager professionals:
 Desponstrated shifts to lead to the shift of the shift of the shifts of the shift of t

GENERAL INFORMATION: The University of Oklahoma, one of Oklahoma's two public comprehensive universities, has its realn compus to Norman, with health actencia: cumpuss in Oklahoma City and Tutsa. Norman is a community of 80,000 located in the Oklahoma City matropolitam orea.

The Norman causing before the College of Archiverure, Art and Salvences, Business Administration, Education, Engineering, Fine Arts, Geo-generate, Lewis Libert States, Intelligence and the Olikhomer College of Archiverure, Arts and Salvences, Law, Libert States, Intelligence College, George Law, Libert States, Intelligence College of Archiverure, Fine Arts, Geo-generate, Libert States, Intelligence College of Archiverure, Intelligence College are proximately a 100 graduate subsents. The College of Business Administration is the College of the Decease of Archiverure, Intelligence College are proximately 200 fold-time based yearing approximately 3,000 under a proximately 200 fold-time based yearing approximately 3,000 under a proximately 200 fold-time based on the College College and Archiverure, Intelligence College Col

23/ARY: The individual selected as Doan will also become the first holder of the Fred E. Brown Chair in Businss. The Fred E. Brown Chair has a substantial endowment that will allow a tenta compensation package that b competitive with major AACSB Colleges of Guisans as well as allowing support of college-wide activities of interest to the Dear G DATE: Preferably Fall, 1992.

BEGISHNING IMTEI PERGERBIY FULL 1792.
AFPLICATIONS AND NORHINGTIONS The Sourch Committee will begin serceing application to mid-Murch, 1992. The position will remain open writh filled. Complete applications must include a refuser of education and services and the service of the services of the services of four self-execut. Nominations and applications should be sent to:

Dr. Jomes F. Kimpsl, Chair Business Administration Oran Search Committee 100 E. Boyd, Sulle 710 Thu University of Oklahoma Normao, Oklaborna 73019-0628

The University of Oklahoma is an Equal Opportunity,
Affirmative Action Employer.
Of has a policy of being responsive
to the needs of Goal career caughes,
Women and minorities are encouraged to apply.

Reparent/Accordance Engineering, Research
Fifter, Reparingement Engineering, Research
Fifter, Reparingement Engineering, Research
Fifter, Reparingement Engineering, Reparent
Fifter, Reparent Engineering, Reparent
Fifter, Reparent Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Reparent
Fifter, Repare

Research/Biology: Research Associate/Biologist: Broaz; to study gave regulated during indext development by closing a load and study control and study contr

Mount Mary College ACADEMIC DEAN

Mount Mays College, o Calholic college for women operated by the School Sulery of Robre Dame, is seeding or qualified individual to become Academic Dean. Mount May College, Incaded in Missouriese, has on smollment of 1,400 women, including both day and lose of the College in the Section of the College in the Section of College in the Section of College in the Section of College in Section in the College's scademic instant. Through the headed on academic departments, the Dean and entirelist the degree and contribute programs due to College. The Dean is statistically and staff. The Dean coordinates the entire planning, program development and assessment, and the professional development of the faculty and staff. The Dean coordinates the annual budgets for all Ottoo on facederic deminding on the College in t

Qualifications: Individuals interested in the position must a hold an earned doctorate:

hold an earned doctorote:
 have administrative and isaching experience in higher education;
 give evidence of leadership, vision, sound judgment, imaginotion;
 be strongly committed to the education of women;
 be strongly committed to the vision and voluss of Cetholic highor

The salary is competitive and commensurate with qualifications and experience. The appointment will begin mid-Summer 1992. Send letters of application, curriculum vitee, and names, addresses, and telephone numbers of three references by March 31, 1992 to:

Prof. James Conion, Chair Dean Search Committee Mount Mary College Milwaukee, WI 53222

Mount Mary College is on Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

DEAN

SCHOOL OF MEDICINE

UNIVERSITY OF CALIFORNIA, LOS ANGELES

stions and nominations are invited for the position of

DEAN OF THE UCLA MEDICAL SCHOOL

Candidatos should have the depacity to exercise leaderchip not only in the Bichool of Modicine, but of the local, statin, and netlanel levels on well. Belary will be competitive.

Ta be equivad full consideration, nominations and applications should be sent by April 30, 1992 to:

Medical School Onon Scarch Committee a/o Mo. Connio Chitzlok Office of the Chancollor University of Celifornie Loe Angoleo, Celifornia BD024

UCLA is on Equal Opportunity, Aftirmetive Action Employer.

When you need to fill a job fast

There's nothing in all of Academe to compare with The Chronicle's "Bulletin Board" pages:

- * Get your ad to us by 2 p.m. Monday, eastern time, just 31/2 days later it will be printed and on its way to our 418,000-plus readers.
- * We'll gladly set the type for you, without charge—in either agate or an attention-com-manding "display" format. If you prefer, we'll use your camera-ready copy.
- * Your ad will be properly positioned or indexed-convenient for our readers and effective for you.
- * You'll find no premium "late charge"; fast service is the norm at The Chronicle, and you pay nothing extra for it.
- * Write, phone, cable, telex, or fax: It's easy to reach 'The Chronicle, and we'll be delighted

Por more information, please call (202) 466-1055

Dean Widener University School of Law

Widenar University School of Low Invites nominations and appli-

The School of Law, Jounded In 1971, has two compuses located in Willmignon, Delowaro and Harrisburg, Pennsylvania. Then or 271 tull-lime Incutly and over 60 adjunct study. The turn School offers day and overing obscalion to over 200 JD, students; Moster of Laws programs in Taseform and Copposi-Finence; and oversoon programs in Natrobi, Kanya, Pedus, Italy, and Geneva, Switzelland. The Law School, as pat of the Wildean University Law Center, olso offers the associate degree and centraling reportments for complexed studies. Larget affects and centraling reportments for complexed studies, autofest affects and centraling reportments for complexed studies. The School of Law, lounded in 1971, has two campuses in-Widenar University Law Canter, olso otters the associate degree and certification programs in periologia studies, puddet administration, end criminal justice for individuate pursuing causes in support of the administration of justice. Accretised by the Assacian Bar Association, the School of Law also holds memberships Iha Association of American Law Schools

The Law School is one of seven schools and colleges of Widener University, a comprehensive, independent university of 8,900 stu-denta, located in Chanter, Pennsylvania, in suburban Philadelphia.

The aearch committee will consider the following factors in evaluating applicants: (1) administrative ability: (2) commitment evaluating applications. (1) accommanative sciency. (2) commission of (6) high level professional scholarship and teaching; end (6) avidence of ability to provide creative teadership in a legit community. All opplications should be submitted no later than April 1, 1992. It is anlicipated that the successful candidate will seaunto the dannship on or near July 1, 1992. Nominations, inquiries and applications, including vitee and the names of fire oncoa, should be addressed to

> Proloasor Esihar Clark, Chair Doen Sporch Committee Widanor University School of Law P.O. Box 7474, Concord Pike

Widener University is an equal opportunity employer

Solano Community College invites applications for:



DEAN OF STUDENT SERVICES Start dats is 7/1/92; Application deadllus is 4/1/92 Boginning salary \$66,677

Contact Solano Cournantly College Personnel Office to obtain application and job announcement. All application documents must be filed in the Personnel Office as later that \$100 pm. or the deadline date.

Solano Community College = 4000 Suisun Valley Rd. Suisun, CA 94585 = 707/864-7128

SOLANO COMMUNITY COLLECTE IS AN EQUAL DPPORTUNITY AFFRWATTY ACTION EMPLOYER & ENCOURAGES MINORITIES AND WOMEN TO APPLY

Go 13225. Service Corrier Corrier Governor Gold States and Conference Corrier Governor Gold States and Conference Gold States and

remetris and electrophysiciany. 40 hour weeks 521 (20) more manuer. Menh lamer or feature in department of the state of th

Employer. An employer pall antisement.

Research-Procedure, Famusthe significant manufactured from the control of the control

WAYNE STATE UNIVERSITY DEAN LAW SCHOOL

BULLETIN BOARD: Positions available

Wigns Shiro Linearly Invites angle-land and nominations for the winds of bear of the Lew School. The Own is the civil destrained and instanced with the Lew School. The Own is the civil destrained administrative officer of the School and regards to the University's sales trick President for Andream Alberts and Provos.

The Lew Other General Contraction of the Contractive Contr

ast bosel soons for the opportunity of membors of the law leculity to participate in an interdisciplinary community of cochoic doeling with legal station.

Destination of the position include a two dopers and a record of custilization of the position include a two dopers and a record of custilization of the position of the position of the considerate and sold state appoint a stature appointment. Cantidiate about the version of commitment to the following objectives: appointing to the state of the consideration of the considerati



Wayne State University

An Equal Opportunity, Affirmative Action Employee



ASSOCIATE DEAN OF ADMISSIONS

CHTIAM COLLEGE with a pude-sound be its division of combined management. Linds has be committed in the color date of wagner, and the color of the co

next of scales.

To ASSOCIATE DEAN OF ARIAITS/GONS will meaned a comprehensive recomprehensive recomprehensive

superpopulation remains define and statical excess. It has seen that mentals will be qualled at the elegent attendance processes, here a test resure in community college transfer and including processes, here a test resure in community college transfer retrievable, five as more years of parameters in retrievable, five as more years of parameters in retrievable, and the processes of the state of the processes of

North Steam Arene, Industry, Industr



WINONA STATE UNIVERSITY Winona, Minnesota

DEAN OF THE COLLEGE OF EDUCATION

The I been all Education is suppossible for proteing incleasable of undergradules and gredute programs on the Winner camps and is Rochester. Two licks merit ones, and feel not licenses this Responsible for program condition and budget supervision of the depostments of Education. Education Education and Education and Education and Rochester States (Education and Rochester) Responsible for professional and education and Rochester (Education and Rochester). Responsible for professional and education and Rochester (Education and Rochester) Responsible (Education and Rochester). Responsible for the Rochester (Education and Rochester) Responsible (Education and Rochester). Responsible (Education and Rochester).

Ing and MCATE.

QUALIFICATIONS. Earned decionate home neconsider institution in our of the folds represented in the college, at least the years' secretable recording apparent on the light substants, including both seching and confinishments represented in high substants, including both seching and confinishments are proposed to the confinishment of the confinishme

somminists
APPLY TO: Oesa of Education Bascch, Altimative Actien Office, Whoma
State University, P. O. Box 5838, Winnon, NN 55987-5838 Open until filled
Screening, of applications bagins April 1, 11925 WSU is on Affirmative Action.
Title 1x, Equal Opportunity Employer. Women, minoridice, and disabled indidisable and opportunity Employer.



Dean of Admissions and Financial Aid

Responsibilities
The Doon of Admissions and Financial Ald works with the Vice President for Engoliment and Student Services in the development and implementation of admissions, markeling, retruiting referalism, and financial aid plans. The or site lims allure, sley-tu-sley responsibility less than the plant of the president of the plant of t

pums. I or yar in an ures, inty-to-usy responsibility for:

• usgarizing, and implementing compederative mainmaile and international recultiment and admissions programs;

• evaluating, administring, and mentioning a culturally diverse student propintelute;

• councilinating imply components of the Cultipge's Student Indiversation

System; and

• autpervision; the Admissions stell and Director of Financial Ald.

Supervision, and the supervision in undergraduate of Flore in more pean of automateried effectiveness in undergraduate of Flore in more pean of adults of the supervision of the preferred. Be-pentive in satisfacts and demographic enables, markshing, observabling, admiss-dense information systems, and stoff supervision is desired.

Salary Salary is cumpetitive, based on experience and qualifications. Position available 6/1/92 or earlier. Résumés abould be received by April 6, 1992; attention: Vice President for Enrollment Services, Selait College 700 College Street Belait, Wisconsin 53511

Reluit College is an Affirmative Action, Equal Opportunity Employer.

becicle and a relations of one year of the contract of the contract of the contract of the deposition of the legislate protect purification, and the legislate protect purification, the legislate protect purification, the legislate protect purification of the legislate protect purification of the legislate purification of the legislate



Lists of the latest books of interest to Academescholarly books and books about higher education —

every week in The Chronicle.



UNIVERSITY DEAN OF THE

COLLEGE OF ENGINEERING Clement University Invites applications and nominations for the position of Dann of the Collage of Engineering, Dean J. Charles Jannett has been named Proved and Viso President for Assident Atlains effective January 2, 1992. The University is seeking to fill this position by July 1, 1992.

THE UNIVERSITY: Located in the northwestern part of the

State near the Blue Flidge Mountains, Clemson University is the lend grant inetitution of South Carolina. Its nine collegee (Agricultural Sciences, Architecture, Commerce and Industry, Education, Engineering, Forest and Regression Resources, Liberal Arte, Nursing, and Sciencee) serve over 15,000 undergraduatee and 4,000 graduate students.

THE POSITION: The College of Engineering consists of the

Departments of Agriculturel and Biological Engineering, Bloengineering, Coramic Engineering, Chemical Engineering, Civil Engineering, Electrical and Computer Engineering, Environmental

Engineering, Electrical and Computer Engineering, Environmentals Systems Engineering, Industrial Engineering, and Mechanical Engineering, The College has approximately \$3.00 undergraduates encolled in 9 B.S. programs and over 700 graduate actualism in 12 M.S., M. Engr., and Ph.D. programs. The Dean is chief administrative officer of the College and reports directly to the Provent. The Dean is separable for cactering administration and plenning, budgets yncholons, and animoning the research and educational development of the processing of the programs of the programs of the animoning the research and educational development of the programs.

qualifications:

a) an earmed doctorate in engineering or e releted discipline and
a substantial record of scientific achievement sufficient to
ment a senior appointment in one of the departments;
and appointment in one of the departments;
and appointment in one of the departments;
and appointment in one of the departments; b) successful exparience in university teaching, research, and commitment to excellence in education; and, its action of the commitment to excellence in education; and, o) leadership, communication and interpersonal skille, as svidenced by successful prior administrative experience. NOMINATIONS AND APPLICATIONS: Normations or replications elong with the curriculum vitas, and names, addresses ond phone number of three professional references should be sent

> Chalmerson Dean Search Committee 109 Riggs Hall Clemson University

Clamson, SC 29634-0901 A review of applications and nominations will begin March 15, 1992 and continue until the position is filled.

Clemson University is an affirmative action,

equal opportunity employer.



Associate Dean of Students and **Director of Student Judicial Affairs**

Responsibilities Administers and supervises the University student judicial system with authority to formulate and carry out institutional policy. Provides activately services to the services are provided as a service of the control of the services of

Application Process: Applicants should send a fetter of application, com-plete résumé, and three current letters of reference to:

Ron Spier
Dean of Students
209 Whichard
Est Carolina University
Greenville, N.C. 27058-4353

Closing Date: Applications will be received until the position is filled. AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION UNIVERSITY, APPLI-CAN'TS MUST COMPLY WITH THE IMMIGRATION REFORM AND CON-TROL ACT.

streened as peopless. Resultes two years' contributes an electronic programment and section of the contributes of the contribute of the contributes of the contributes of the contributes of the contribute of the contributes of the contributes



DEAN OF LIBRARIES

RESPONSIBILITIES: The University of Nevada, Las Vegas is seeking a Dean of Librarias who must exercise a combination of imaginative vision and managerial akills to guide the UNLV libraries into the twenty-first century. Reporting to the Senior Vice President/Provost, the Dean aupervises 27 professionals and 49.5 support staff end acts as the libraries' representative end advocate with the faculty, students and University administration. Collections include over 600,000 volumes, plus aubstantiel, growing periodicals and nonbook collections and more than one million microforms and government documents. The current materiels budget is \$2.6 million.
The successful candidate will have the responsibility of overseaing the planning end construction of a new \$40 million library. A statewide academic libraries electronic network will be on-line before the end of 1992. We

Invite epplications and nominations for this position.

QUALIFICATIONS: Requirements for this position include an ALA accredited degree at the master's level or higher, with additional advanced degrees desired We saek a Dean with a record of programively coaponsible administrative experience in an ecademic or research library, including demonstrated skills in eetting priorities and long-range goals, marshalling resources, and motivating staff. The auccessful candidate will demonstrate atrong and creative leadership; ar awareness of current and amerging library issues superior interpersonal akills; and an ability to work affectively with diverse library constituencies in both

the university and community, SALARY: Highly competitive, rank negotiable, depending on background and experience.

THE SETTING: UNLY is one of the fastast growle universities in the nation with a current enrollment of more than 19,500 etudents. UNLV was recently cited by U.S. NEWS & WORLD REPORT (1990-91) as one of tha "up-and-coming" collages end universities in the U.S. Located in cosmopolitan Les Vegas, the university has the strong support of the community's rapidly growing Sopulation of 850,000 residents.

APPLICATION: Screening will begin April 2, 1992, and will continue until the position is filled. The position opens July 1, 1992. Send application letter: resume: names, addresses and phons numbers of at leset five references to: Dr. Stephen D. Fitt, Co-Cheir, Dasn of Librarias Search Committee; University of Nevede, Las Vegse; James R. Dickinson Library; 4505 Maryland Parkway; Las Vegas, Nevada 89154-7001. Librariana et UNLY have tenure-track positions with faculty status. 12-month appointments with 24 days per year of paid vacation and a standard peckage of fringe benefits including TIAA/CREF or state retirement system. No stats Income tax. UNLV la an AA/EEO employer.

A YOUNG, PROUD, AND GROWING UNIVERSITY

SWEET BRIAR COLLEGE Dean of Academic Advising

Dean of Anderink Advising to develop and coordinate the exadents advising program for final innea and sopiomones, continue the development of the Testimann Sernine for Fogurm, and mange college-the properties of the Testimann Sernine for Fogurm and mange college-the continue to the College testing to the College testing and advising required, ground the College testing to the College liston with Admissions and development. Retroits to the Dean of the College liston with Admissions are continued to the College liston with Admissions are the College liston with Admissions and the College liston with Admissions are listen to the College liston with Admissions are listen to the College liston with Admissions and the College liston a

man referencements of the control of

Giffer, Since spread and its arms & display of the Control of the



rousson restatate. Dem of Vocatecal Technical Education.

Raspas saltitities: The Dam of Vocatecal Technical Education reports to
and evaluation of instruction in more than of the calculation reports
and evaluation of instruction in more than 50 degree and creditates represent
to rousshortsitechnical education; repeases a yearly budget request; approved
an related approximate sectors and control ordinarios of the colors
and related approximate sectors and control ordinarios control
and colors operation and development of vocational/reclimical education
Coultilly actions. Advisory of the colors of the Colors operation and colors ope

In the College
Qualifications: Master's degree required, Dictionise etonogly preferred,
qualification of the years' experience in an administrative position with at least
force years after associated dates seen of the college of th

Amabile July 1, 1992.

The College is allimon College is a comprehensive comercing college located 30 rules south and war of 35. Locks in the create of all affector. Country districts of the create of all affector. Country districts of the college of the colleg

Salarys Compatible. Jefferson College offers an a vallent throp banalit package including health and dental insurance, long-term deability, life insurance, a liberal leave and waterior provision, and an outstending retirement program to its amployees

Applications must include: A letter of application addressing the qualifica-tions, resums, copies of transcripts and three letters of reference. Completed applications must be received no leter than April 1, 1992.

Address Inquiries and applications to: Den Standman, D.A. Vice President, Academic A Jefferon College 1000 Widng Drive Hillsborn, MO 63050 [314] 789-9356, Ext. 300

It is the policy of Jefferson College that no person shall, on the basis of race, sex, color or hendicap, be subject to discrizination in employment, or in admission to any educational programs or activity of the College.

Dean of Students EMORY & HENRY COLLEGE

Emory & Herny, a United Methodist-related College of 800 stations, surest of whom live on compas, inviter applications and nominations for the position of Dean of Studens. Emotiment is sabilet, the world-ownant last grown by \$20,000,000, and the compass stellites are in excellent conditions. Responsibilities include the full portfolio for student alleies on a residential compur programming, housing, intramurels, Greek life, campus security, health center, and discipline.

Challections include a mester' degree is audent officire (doctosido prodesendi and al issue three years of experience in student effects at a confederated how extra college. The concentral confederate will have a deep understanding of student effects, as tong commitment to sudents, and the Issuegenition and creative assergs of development programs. Review of explorations will be provided in the contral 2D, and the search will continue until the position in titled.

Send applications and nominations to Office of the President, Emory & Henry College, Emory, VA 24327. A completed application includes a lotter, c v., and the nemes and phone numbers of three references.

AVEOE



An update from Washington on whet's happening in Congress and lo the federal agencies that's likely to affect colleges and the people who work in Academe -

every week in The Chronicle.



DEAN OF STUDENTS

University of Wisconsin-River Falls

The University of Wiscousian Recot Falls in these monimations and appliations for the position of I boart of Students. The Down of Students for Sender Mailed admits of the Control Policy of Students for Students and Students of Students for Chair-Gia. The Student Alburs - Dierson or contains Admissions, Rodans, Conversionaries, of center for Admit Students, Conferences and Farming Consoling, and I exiting Teval Section (Students, Conferences and Farming Consoling), and I exiting Teval Section (Students, Conferences and In Binacies, Students Activities, Paircecurie Centers and In Binacies.

This may content.

The Postillon. The Dean of Stubuts is responsible for develop-streagilizating, implementing, and evolutioning programs and public and evolutione our windows: cloud-studie, voids, clitical and procaid entip-ment. The Dean works in surpose of the murer-sily's mirror develop-ment. The Dean works in surpose to the murer-sily's mirror develop-ment. The Dean works in surpose to the market process of the pro-nel is desired as policies for surpose to the process of the pro-teating of the process of the process of the process and pro-gram of the process of the process of the process of the pro-teating of the process of the process of the process of the pro-teating of the process of the process of the process of the pro-teating of the process of the process of the process of the pro-teating of the process of the process of the process of the pro-teating of the process of the process of the process of the pro-teating of the process of the process of the process of the pro-teating of the process of the process of the process of the pro-teating of the process of the process of the process of the pro-teating of the process of the process of the process of the pro-teating of the process of the process of the process of the pro-teating of the process of the process of the process of the pro-teating of the process of the process of the process of the pro-teating of the process of the process of the process of the pro-teating of the process of t

Door holy, is promote a Strong, some et economisti voltina he namena of expense; the numerous, and in particular School Allen, islamna of expense; the numerous, and in particular School Allen, islamna of the production of the numerous of the production of the school voltine of the scho

Dean of Sindents Search and Search Committee Draw of Sindents Search and Search Committee Hugerstate of Wisconsin-River Falls 119 Hathorn Hall Rucer Lalls, WI 54022 FAX [718] 425-4486

The University of Westersia River falls is committed to achieving distriby in its academic community. Women and minorities are strongly encounged to apply. AAI 19-



DEAN SCHOOL OF ARCHITECTURE

The Undervoly of Motion increase communicates and apple and no ton the goods of the Set bard of Am Interests. The University of Motion Interests o

Applications must include a complete sessione along such names of there to live references. Anothrations and applic strong should be forwarded to

Dr. John T. Maclerson
Chair, Search Committee
University of Miami
Office of the Provost
P. O. Bos 246033
Coral Gables, Floride 33124-4628

The University of Mauricia on Legal Opportunity, Alternative Ater and epecifically involve and encountries applications from

Recorrefue de Service Civilia.

Recorrefue de Parlodogo: Research Associata. Posições availante ju map acrose for disposa restatación. In complema, no presa trapas como tales III/A acrise recherchosos.

The encountrie III/A acrise recherchosos.

The encountrie III/A acrise recherchosos.

The encountrie III/A acrise place to acrise a part, of across mapping experiences, acrise encountrie de la complemente. The successival effects de la complemente. The successival encountries de la complemente. The successival place products related to the experience of the complemente. The successival place products related to the encountries of the

RULLETIN BOARD: Positions available

eadership Opportunities

in Central California

ASSOCIATE DEAN OF INSTRUCTION Business Division

DUTIES: Establishes and maintains business and community relationships which will benefit instruction: provides leadership in articulation with high schools and

MINIMUM STANDARDS: Includes a MBA dogree or n master's degree in business or a related area. THE DIVISION: The division offers (wenty-one majors with a quality oriented staff of 28 full-time and approximately 60 pan-time faculty members.

ASSOCIATE DEAN OF INSTRUCTION Technical-Industrial Division

DUTIES: Recommends to the deat of instruction schedules of teaching assignments. Serves in a liaison capacity between the faculty of the division and the ministration; promotes, organizes, coordinates and developa division programs.

MINIMUM STANDARDS: Include a master a degree

in ony occupational or technical area or a bachelor's degree in any occupational or technical area and a master's degree in Education.
THE DIVISION: The division offers (wenty-one

majors with a quality oriented staff of 28 full-time and opproximately 60 part-time faculty members,

Starting Date: 7/1/92 Filing Deadline: 3/30/92 To find out how you can become a member of the Stan Couter Co College Durier man, contact the Personnel Office at 1525 E. W.

Frano, CA 93704, or call them at (209) 226-0720

DEAN **COLLEGE OF MEDICINE**

Applications and nominations are invited for the position of Dean, College of Medi-eins for the Charles R. Drew University of Medicine and Science.

THE POSITION: Reporting directly to the President of the University, the Dean plans, directs, and promotes the activities of the College of Medicine in accordance with established policies, goals, and objectives. Responsible for the development of policies and goals in relationship to University operations, personnel, performance, and growth.

MULTICATIONS:

* What be a licerased physician (M.D.);

* A record of distinguished university teaching, scholarly research, or achievement Usus
would ment appointment as a full professor;

* Successful academic administrative experience, including resource management, esstolating equications priorities, and articulating a vision for medical education in relationable to the mission of the University;

* Demonstrated teadership qualities.

THE UNIVERSITYS The Charles R. Drew University, one of only four Black medical schools in like nation, interprets its mission in a unique approach of academic models and community programs that address the medical, social, and economic needs of underserved popula-tions.

APPLICATION: Applications about include a complete resumé; letter of application; and names, addresses, and telephone numbers of five references. Nominal lons and applications names, addresses, should be sent to

Russell Reynold Associates, Inc. c/o Stu Fishler 333 S. Graed Aveaue, Suite 4200 Los Angeles, CA 90071 PAX (213) 620-1643

Applications will be accepted through April 15, 1992. Expected appointment date is July 1, 1992.

CHARLES R, DREW UNIVERSITY OF MEDICINE IS AN AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY EMPLOYER

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

DEAN OF FINE ARTS/PHYSICAL EDUCATION AND DEAN OF LANGUAGES DIVISIONS

Brookhaven College, Dallas, Texas

Boobhaven College, part of the seven-college Dallas Cunnty Cun-maniy College (Daluk, is seeking experienced educaters but jur two data positions lighed above. Bitted Ashver in a 2015-atre, (1)-Daluffing cunpus, with an encollinear of approximately 8,510 credit surhens-and 9,000 confining cut atron shallers. The multin dural campus is located in Farmers Branch, a multi-overst salural to Dallas.

Repossibilities of both arimmentative positions are hule record planning, staffing, budgeting, supervision of full-line-part-line personnel, specification and makes of the line-part-line personnel, specification and the staffing and another than a programs, participation in the selection of Landing, coordination of sense-let crustee oriengs, and instruction of classes in a delication in eightee. The Deam of Landingschiss an additional responsibility for continuing international studies.

Dean of Fine ArtisPhysical Education requirements: Marier's deject in the act or physical education, four years of a citige to a bring anith administrate experience us a combination of both, demonstrated administrate experience us a combination of the fine of the administrate experience us a combination of the Divibiant of the Combination of the Combination of the Combination of the design of the Combination of the Combination of the Combination of the last organizational, management, and interpretational shifts.

Denot Languagement, and misciposional scale.

Denot Clanguages requirements: Masic's degree in a locing language. St., linguistics, or a related lield; from years ol college textified and/or administrative experience or a combination of both, demonstrated teaching competency in one of the disciplines offered by the Diffation, a foreign language of St.; ability to utilities compute technology, and excellent organizational, management, and interposonal stick.

For application, please forward a résumé to Ms. Anne Brophy, Ad-ministrative Offices, Brookhaven College, 3939 Valley View Lane, Finners Branch, TX 75244-4997. A DCCCD application will be sent popularitis for completion and return. All application materials application to the completion and return. All application materials may be received by the deadline date: March 27, 1992.

EEO/DIAA Employe



Ruddence Life: Arna Coordanator, Hissain Stata University. The Arna Coordanator is orepossible for the administration of a resi-dence half coorden of 900 to 2,000 sta-dents. Duties: Supervision of full-line resi-dents. Duties: Supervision of full-line resi-dents and state of the state state, state training and developments, policy imple-turings and developments, policy imple-

ASSOCIATE DEAN FOR ACADEMIC AFFAIRS

Research College of Nursing

liveraria Gallage of Nursing Institut qualitations and nontransivers for the position of Associate lives for Architecture of Associate lives for the position will be available and Associated 1992. The Associated Institute is the Persistent and the College and is responsible for the Institute area of faculty and currientees.

less. The Liddings of Naming line a fall-time facility of 31 and on a residence in £20 students. There are three eighten in the later dates up to part out the later dates to the facility of the early facility of a students, a bit disperse to under facility of the CN compiled in a students when the replaced masses. The later later of 50 days in the students when the replaced masses. The later later of 50 days in Campillants using passes as the students of 50 days in the Campillants using passes as the students of the Students and Facility of the Students are related facility of the Students are related facility to the Students of t

reluction.

Please zon la letter of apoll-ation including goals for turning coloration and previous experiences which support the ability to inter the recognishibities of the position. Attach a curriculum vision and the names of three references who may be contacted, Macrialia are to be submitted in:

Dr. Norma Levis Choir, Sean-h Committer Heacon'h Lullege of Nursing 2316 East Meyas Boulevani Konass Lity, Missouri 65132

Application destillar: April 15, 1992 or antil the position is filled.

EDE.



An update from Washington on what a happening in Congress and in the federal agencies that's likely to affect colleges and the people who

every week in The Chronicle.



DEAN OF HUXLEY COLLEGE OF ENVIRONMENTAL STUDIES Western Washington University

Hisakey Coffings of Environmental Studies seeds a Osan to represent the faculty and administer its undergraduate and Master's progresss. The Dean reports to the Provest and is the general administrative officer responsibile for all programs in the College, including exademia statism, research, budget, and related that the statism.

receives staller, messech, bedget, early claimed to det is drivine Healing Celling, bounded in 1964, he may be that subthering aspected to promote by promote and the subthering and the subthering aspected to promote by several subthering and statistics, weaponed management, haven exchange endoursement forther and fine-timenstally succil improve aspectations; subthering and septement and con-trolly and fine-timenstally succil improve aspectations; and controlled and septement and con-trolled statistics, and functionistical fine-timenstally and controlled statistics, and functionistical fine-timenstally and controlled statistics. And functionistical fine-timenstally and controlled statistics, and functionistical fine-timenstally and controlled statistics, and functionistical forthering and controlled statistics, and functionistical fine-timenstally and controlled statistics, and functionistical fine-timenstally and controlled statistics, and functionistical fine-timenstally and controlled statistics, and functionistics and controlled statistics. An approximately and controlled statistics are supported and controlled statistics. An approximately and controlled statistics, approximately additional statistics, and provided and controlled statistics.

Western Washington University has 9,500 stadents in six collages, with graduate sograms at the Master's level. Bellingium is located between Southe and Vannasses.

R.C. on Paget Scored.

Candidates absolut lauer für Ph.C. diegen, expoluence with math-disciplinary perpercenter, absolut lauer für Ph.C. diegen, expoluence with math-disciplinary perpercenter, and relevant administrative experience. Salary recognitives (Formisciplinary volcome Application materials behalf eight an intervolvation per considere, simulation
come and endigened by the percenter of the percentage of the perc

mentation, chairs swidered life, standing constitution for several action by suite constitution of the standing constitution of the standing constitution of the standing standing constitution of the several standing sta

DEAN

College of Liberal Arts

UNIVERSITY OF ALASKA FAIRBANKS

The Ulbritisty of Albale Palishas UAFs, a land-seaper geat limits to loss revising over 6,000 studiests in the main computa in Farkants and at a manber of must compute content, white application and normalistors for manber of must compute content and the supplication and committees of Arts in the largues college in the University, currently serving 1,000 undergreatest and graduate indensities in suppose offered by the 55 full-time and 50 pages ince for only members housed in 100 Departments within the College. College in the College of the

Whe is the property implemented over curriculum.

"UR's lossed by fivinitaria, a community of over 72,000 that was recently to the last in hear small city in the nation. Soint the second ingrest populariation of the property in the property of the property in the proper

to panorspace activety in many international ventures.

The Gera in responsible for parsonnel matters, budgetary administration, and for academic planning of the College and is respected in support and promote the programs of the College in interactions with elicic internal and promote the programs of the College in interactions with elicic internal and promote the programs of the College in t

Candidates for the position should have the following qualifications:

- Antonium's not the pointies about taken the toloring quanto giotat:

 An exact terminal degree in the hammilles, aminemitical selences,
 A record of progressively responsible seadentle administration which
 includes a history of seccessift budgetary and Siscal administration.

 I lave satisfied the tenured rank of Professor,
 A record of excellence in teaching, research(creative activity, and serv-
- a A deministrated commitment to supporting and retaining quality facul-

- A A demonstrated countrium; to supportung area to assume years, i.e., i.e., staff, and suderia, morting years and the supportung area to assume years and in university supermore, a Strong interpresental and communications ability.

 Strong interpresental and communications ability.

 Strong interpresental and communications ability and the supportunity of the supermore and the supportunity of the supportunity of the supportunity of the supportunities.

 Superfector on yellicohard environmental.

Please send a cucriculum vime; a statement of interest and educational philosophy; and names, aridrasses, and phone numbers of five telerences

Dr. Paul B. Raichardt, Chair College of Liboral Arts Deen Search Committee Room 605 Obselvant p Bridden The University of Alaska Fairhanka Fairhanka, Alaska 99776-1240 Phones (901) 474-7941 PAX: (9007) 474-5101

Application screening will begin 25 March 1992 and will continue until the pharical is filled. The positions will be evailable 1 July 1992 or as soon thereafter as the accressful candidate may begin.

The University of Ataska is an EEG/AA Employer and Educational Institution

ASSOCIATE DEAN FOR STUDENT AFFAIRS School of Business Administration (SBA) California State University, Sacramento (CSUS)

Reporting to the Deen, the Associate Deen is responsible for e broad renge of accemic progrems end administration of atudent programs (i.e., advising, intarna, recruitment, etc).

Qualifications: An appropriete doctorate degree, with preference given to candidates holding e terminal bus insee degree, and avidence of demonstrated administrative skills, academic leadership, and affectiveness with students in egivera environment. Selecy will be commensurate with experience and qualifications.

Application deadline is April 15, 1992. Send application letter, current resume, 3 recent isters of recommender lon, and transcripts of highest degree earned to: ADSA Search Committee; School of Susinese Administration; Celifornia State University, Secremento; Secremento, CA 05810-ADSA

CSUB to affirmative ection/equal opportunity apployer and has a strong institutional commitment to the principle of diversity in ell areas. In that aprint, we are particularly interacted in receiving applications from a broad spectrum of qualified people, especielly underrepresented ethnic minorities, somen, disabled individuals, and Vietnem are veterens who ere representative the divareity in California. CSUS hires only those individuals who are leafully suthorized to scept employment in the United States.

The Control of Marinery 19 The Property of the Control of the Cont

DEAN OF FACULTY SOUTHWESTERN COLLEGE

Southweatern College in Winfield, Kansas, a private liberal arts college d 790 students founded in 1885, invites applications and nominations for the position of dean of faculty.

The dean if aculty is the senior academic administrator of the college, reports to the president, and is responsible for undergraduate degree programs in the divisions as well as graduate degree programs. The dean's principal duties are academic policy and related faculty personned.

matters. A candidate for the position of dean of faculty should pusses a a commitment to academic excellence, a record of effective teaching and leader-ship in college governance, a responsiveness to the concerns of the facul-ty and high academic credentials, ideally a Fh. O.

ty and high scadenic credentials, ideally a I'll. O.

A candidate should also understand Total Quality Management and its application to academic governance, and should be capable of facilitating relationships with area businesses, industries, health care institutions, and elementary and secondary schools.

and elementary and secondary schools.
Southwestern College is related by coverant to the Kensas West Curference of the United Methodals Chiech. The dean of faculty assumes a
related environment, clusted on a linear ser destation in this chundrrelated environment. College is related to the College of t

national agencies.

This position is available July 1, 1992, but could be filled at a dale mutually agreed upon by the college and aucoresial candidate. Interested persons should savi a letter of application longther with a curricular vites and three current letters or reference to: Office of the President, Southwestern College, 100 College Street, Whifelds, Kansas 67195-2399. Applications will be acreened beginning April 1, 1992; the process will continue until the position is filled. AAPDER.



YALE UNIVERSITY

The **Graduate School**

ASSOCIATE DEAN FOR THE NATURAL SCIENCES

The Yele Graduale School Invites opplications for the position of Associate Dears to begin on July 1, 1962. This Instituted will be not represented the properties of the position of the position of the programs before the position programs and the residual School. The duties normally performed by the Associate Dears Invited monitoring the Injurient Institute of the Invited School. The duties normally performed by the Associate Dears Invited monitoring the Injurient Institute of the Invited School and Programs of the Invited School and Programs of the Invited School and Schooling School associated in Invited School and Schooling School associated Consoling October 1 (Invited School and Schooling School associated Consoling Consol

APh.D. or equivalent and af least three years' experience in teaching or administration of the university level is required. The term of epocliminent is 3 years and is renewable. The level of salary will be commensurate with experience.

immensurale with experience.
Applications should include a curriculum ultae and should be auported by three letters of recommendation from includuous wise ore armitten with the cutter of recommendation for the position. The dead-resulting with the cutter of the control about the cort in one for epplications is April 4, 1992. All documents about the sort in

Search Committee Craduate School Yale University Box 1504A Yale Stallon New Haven, CT 06520-7425

Yafa University is an Affirmative Action, Equal Opportunity Employer

When you need to fill a job fast

There's nothing in all of Academe to compare with The Chronicle's "Bulletin Board" pages:

- * Get your ad to us by 2 p.m. Monday, eastern time, just 31/2 days later it will be printed and on its way to our 418,000-plus readers.
- * We'll gladly set the type for you, without charge—in either agate or an attention-com-manding "display" format. If you prefer, we'll use your camera-ready copy.
- * Your ad will be properly positioned or indexed-convenient for our readers and effective for you.

For more information, please cali (202) 466-1055



WEST GEORGIA COLLEGE

Vice President and Dean of Faculties

West Georgia College mystes applications and nombasions for the pos-on of Vice President and Dran of Laultics.

The Vice President and Dean of Faculties is the chiral radientic officer of advance to the President with administrative responsibility for roombine all the academic programs, research and serve a critities of the College. The Vice President and Dean of Lauthies is the ranking Unified officer the time the above of the President.

in the absence of the President.

West Georgia Caffage has a simbinity curoliment of approximately 7,500 (2,100 of whom are graduate symbority, employa 5 full-time furnly of 3.6 (2,100 of whom are yet) in high graduate programs in the School of Aria and Switzers. However, However, the state of the state

where common Conversity of Georgia.
When Georgia Under, a comprehensive sensor college of the University
System of Georgia, is hocated in Carrialton, a pleasure community of proximately 20,001 residents aloun \$1 miles were of Arlunz. Carolhon has
very good schools, extensive recreamond facilities, and in economy belamend by industry, higher critical annual, and reading.

Candidate for the principal may be a considered as a propriet terminal degree, ever-view full misself, one carried ductions or a propriet terminal degree, ever-view full misself, one carried as a present traitive experience in propressively required point on order the statistical traitive experience in propressively required propriet or more full fire statistical terms sufficient to meria approximate as a present or more full fire statistical seakenic departments, imperior abolts in order and written communications traiting commitment in academic guistly; and effective interpressal skills.

swang communeur to academic quastry; and effective interpretate diffi-saliry is remujeritive and commensate with qualifications and appear-one. Position will be open Jamary 1, 1993, Starting date in regorder, Candidates should send a resum; althout removings, a personal large of linerest indicating how their qualifications men the needs of this possion, and the natures, addresses, and telephone numbers of their references to also address below. Additionally, candidates should have three linters of refer-cess test to:

Dr. Jonette Hernhardt, Charman Vice President and Dram of Faculties Search Commuter P. Cl. Hox 1993. West Heorgas College Unrolling 1, A 30/18 (403) M&6/52

Review of applications and nonuncations will begin May 1, 1942. The nature of applicants and municipes, returnes, and other general neo-colourity interior and property in the nature of the control of the conductive interior are nulper to public respectives on under the Georgia Dyen-tonic particles of the control of the control of the control of the formative farmed year, and strongly recourages the applications and nonlinitions of women and minomics.

THE UNIVERSITY OF TEXAS AT AUSTIN DEAN COLLEGE OF LIBERAL ARTS

The University of Tennout, Austin notes a qualified individual and the profit for ballogs of Liberal Arts, offeriver depression and a superior of the ballogs of Liberal Arts, offeriver depression and the superior and a superior and a superior and a superior and official superior and official superior and sufficient to take partial superior and sufficient to take partial superior and sufficient to take partial superior and sufficient to take and superior of the takings, of two possible for the guidents and submissible posteroiday and sufficient of the Volge, and superior to the Provision of the Volge, and the superior to the provision of the Volge, and the superior to the Provision of the Volge, and the superior to the Provision of the Volge, and the superior to the Provision of the University.

The Dath made in a shymmic leader who can effectively admin-tage in large and complex callege. In the PMI, But called the property of the property of the PMI and the PMI and the data. The College offers 22 milestratulate, 23 entirers and 2 PMI, degree programs. These programs are salmbistered by 28 colleges of the 22 contracts. The cally numbers over

Candidates for the position should guesess the following qualifi-actions:

actions:

A no carried decisions e and must a tonitoria for uppoint need at the past of professor feel it termined in an usolicità departient the past of professor decisions and the past of professor and the past of the pa

usus men porposes and in raising funds in the private sector.

The Search Committee will accept applications and nonlinearm and the property of the property o

Chalcman, Liberol Arta Dean Cansultative Committee Office of the Doan, College of Liberal Arta The University of Texas at Austin Austin, Toxas 78712

The University of Texas at Austin is an Affirmative Action. Equal Opportunity Employer.

RULLETIN BOARD: Positions available

Vice Chancellor for Asset Management THE UNIVERSITY OF TEXAS SYSTEM

and an elegonities to give Var i fam other for Ared Management the married and produced to the produced of th

and got entreasurance of entreasure process and entreasure of the entre of the entreasure of the entre of the entreasure of the entre of

salare is negetiable. Applications/appropriations should be sent to:

The University of Lewis System Administration (2) Nonvierry Injentificial ALIN: Lyung Walter (100 Matan Hindang, # 1400 Unishin, 13, 7700)

An Equal Dispositions, Assessable Assessable Society

ASSOCIATE VICE PRESIDENT FOR DEVELOPMENT

The Asso dails Vice Provided for Investigation is responsible for the development functions for the entire University. Herbits will plan approve and institutional all planess of the University's herbits special activities and flows management responsibility for anneal plane, and control activities and flows management responsibility for anneal plane, and done to relations.

Bons, ord dories rolations.

Thus behaviory all Starty Directs I are not this kurr University Crisities which its State University at New York and utuchnism harmat longle university postured in a contract conference of the contract of the

lingss
The Associate Vice President for Opvolopment reports to the Vice
President for University Affoirs

- a A Sechofor's dagroo is the minimum. An advanced do-
- grea la destable
- A thorough understanding and appreciation of higher education is assential
- a Six to eight years of auccessful professional experi-ance in institutional advancement, professibly at a reance in institution
- At least two years of menogommit experience with spa-offic knowledge of various tund-taising techniques.
 Excellent communication (appealing or writing) skills.

BALARY: Dependent on experience

PLEASE NOTE—Send a lettor of application, via. and other petitional information to: Etigen McSherry, SUNY of Stony Brook, Normal Information to: Etigen McSherry, SUNY of Stony Brook, NY 11794-1601. SUNY at Stony Stook 1s an alternative action, aqual opportunity designs.





JMU James Madison University Dean of the College of Education

and Psychology

James Madisun University invites applications and nomina tion of Dean of the College of Education and Psychology.

James Madilow University, Lucitod in the Shennodo Valley of Virginia, Is a highly solicitive, side-supported, cumprehensive university with an entudi-need of 11,500 students, [Adu place inch on others an exceptionally need of 11,500 students, [Adu place inch on others an exceptionally and the property of sides investigations with cumplement the undergoalisate curricula.

Like the other four culleges at Jennes Madison University, the College of Education and Psychology is committed to innovation. Extraples are its protector "Classroom of the 21st Century", an experiment in connecting per

nly.

The Dan of Education and Psychology administers teacher education and human service programs resulting in undergraduate, Masser's and Ed. 3, the mental programs of the programs of the

Applicants must have an earned doctorate in education, psychology, or a related discipline and a strong record of teaching, research, and service as well as extensive administrative experience.

Nominalium is letters of application, the later with a resumé and the na mes and lelophone numbers of these references, should be sent to Deon Jack Armskeat, Chaip, Dean to Chilege of Education and Psychology Search Committee, Murry 104, Janes Mailson University, Harrisonburg, VA 22807.

fames Mailison University is an Affirmative Action, Equal Opportunity Employer and especially encharages applications from minorities and wunter

The University of Illinois at Chicago College of Pharmacy VICE DEAN FOR ACADEMIC AFFAIRS

The University of Illinois at Chicago Libbya of Phramacy invises applications and nonhastions for the position of Vee Dean for Academic Affairs
like a sense bed similarity about most and the Chicago seed an indilike a sense bed similarity about most of the Chicago seed an indilike a sense of the Chicago seed and the Chicago seed and indibutted and academic performance, significant administrative operations of
the exchange and a populous distintation in phramacy electricism and
treastful. The Vine I be an inter And into A filtin in the chicago selection and
treastful. The Vine I bean into And into A filtin in the chicago selection and
treastful and the continuous of paradiant excellent and approximately and
an allower planning, development and assessment of the Decent of
the Tairmacy variationally mechanic performance continuous operations
of the Chicago and the Chicago and the Chicago
and the Chicago and Chicago and Chicago and the Chicago
and the Chicago and Chicago an

The state within a militare will have a discussal alogue that is ecord of subdissipations of the state of the The Vize I lean for Avadema Chairs must be understanding of and commitment to the must be appeared to the proper of the proper of

August 1, 1992. Internsted individuals should submit a letter of application together with a curriculum visar and the usmes, addresses, and relightone numbers of three inferences to later than May 8, 1992, to:

aicr than May 8, 1992, to: John C. Russell, Ph.O., Chair Vice Dein Sesrch Committee University of Illinois at Chicago, Rm 184 833 South Wood Street (M/C 874) Chicago, Illinois 60612

The University of Illinois is an Affirmative Action, Equal Opportunity Employer



A calendar of forthcoming meetings, conferences workshops, and institutes of rtance to scholars and college

every week in The Chronicle.

University of Northern Colorado

ASSISTANT VICE PRESIDENT FOR INSTRUCTIONAL DEVELOPMENT AND TECHNOLOGY

POSITION DESCRIPTION: A bill-time administration position reporting di-rectly to the Vice Prosteed for Academic Afaile. Deaven, on an extension, the vice Prosteed for Academic Afaile. Deaven, on an extension, in a contract of the prosteed of the prosteed of the prosteed of the Male Technology Center, and Educational Adersials Sovices, the success-ing University resources and in a few circuity in Educational Technology, the Male Technology Center, and Educational Adersials Sovices, the success-tanching. The versional confidence will the expected to most with the UNIV. Research. Corporation to attact external funding to support the Center's of the Center's prosteed of the Center's Confidence and Support the Center's of the Center's Center of the Center's Center's Confidence adaptement would include advising dectional supdorts, as well as other assignments appropriate to the position as determined by the Ver-Periotent for Academic Afailors.

to the position as determined by the Vice President for Academic Malars. QUAJEPCAT/ORS AND DEPERITORS has reamed obscinate in regulared. The candidate will supervise decicual antennis and pive guidance in the develop-cidely and deliberty of packabase programs in fidas aliental fechnology. Candidates must be larmillar with hoper-media applications for isoching, remon-dated and programs of the programs of the proposition of the control of the control

STARTING DATE: July 1, 1992.

STARTING OATE luby 1, 1992.

CONTACT AND APPLICATION DEADLINE: Roview of applications will begin on March 27, 1992 and continue until position is idled. Application should include s comprehensive what was appropriate documerative and a letter of inscreed and three professional references, including addresses and telephone numbers. Applications should be addressed to:

Or, Leon Zaborowski, Chalt IDT Search Committee, Frasier Hali University of Northern Colorado Greeley, Colorado 80639

Federal regulations require that all documents submitted by applicants be retained by the University. Material will not be returned by opped for appli-

CONTAL.

LOCATION AND ENVIRONMENT, The University of Northern Colorado, a service public institution, is located in Greetoy. The Fall 1991 scala enablement was 11,494 unders. Of them, 21,494 were Colorado evidence and 8,600 in located 50 miles north of Deriver, 50 miles east of Rocky Mountain National Falk, and last a pupulation of 65,000.

an Pais, articulas a population of acyclost.

The position is contingent on funding Imm the Coloratin State Legislature againstal by the Board of Trustees, and subject to the policies and regulation of the University of Northern Coloradus, Qualified Iwomen, minorities, veto ans, and disabled persons are uncountaged to apply.



ACADEMIC AFFAIRS Hardin-Simmons University

ndio Stamons University invites prolications and nonlinsions for the position of

Pornicial in 1801, I laudin Simmant University is a comprehensive, privats university which exploys a sich horitaga and is widely recognized as a center of Chatulan highat deaction in the Southwest. The University is affiliated with the Bapist Germal Zoversation of Tissas and fully secredited by the Commission on Colleges of the boulton Ausculation of Colleges are \$ Schools to sward Ausculate. Rachcol's and

The University's beautiful, well kept campss provides a pleasaat, aurustivs atmosphere for teuring and earnpus life. Total sorollinest for the Fatl of 1991 was 1801, including 1571 undergraduate and 230 graduate (including postgraduate)

As Chief Amdemic Officer, the Vice President for Academic Affairs pendership and direction for scademic programs administered through the Ci Ans and Sciences and the Schools of Musis, Business, Education, Theol

Preferred qualifications Include: . An earned doctoral degree from an accredited institution + Record of scademic/scholarly achievement.

 Proven experience as an academic administrator, preferably at the vice presidential level Ability to communicate offectively with faculty, staff and university

Commitment to, and proven experience in, astersment, program rovisw smilstanning for institutional effective ress

Deep personal Christian commitment and active membership in a Baptist cheech.

ious (s April I, 1992. Those interested should provide Academic Vice President Scarch Hardin-Simmona University Brawer A Abileme, Texas 79698

of Spekens, Menglet Werterun Collean, Rockery, Menglet Dergen, Collean, Rockery Life, Ratchel Director. The Edition Level and the College of the College of





Vice Chancellor for Student Affairs

Minnesota State University System

The Minnesota Stete University System, Office of the Chancellor, Invites applications and norminations for the position of Vice Chancellor for Student Alfalm who serves the Chancellor, the Board, and the seven universities by providing leadership in the creas of student affairs and cultural othershy.

olversity.

The System is made up of seven universities located in Bernioli, Mankato, Macchiel (Southvest State), Minnespolis-St. Paul (Metropolitan State), Minnespolitan St. Paul (Metropolitan St. Paul

sets policy for the seven unbersides. Because appointed by the Covernor Responsibilities. Develop, concordants and facilities student sittles and cultural diversity policies and programming provide leadenship to the cleaning, develop and enabyte fannott all policies and represent System on florted and states; seven as liaton and resource to the salended cheesity, exception and enabyte fannott all policies and represent System on florted and states; sever as liaton and resource to the salended exception, exception and control of the control

gerarming.

[Qualificationer The successful consider must have, et e minimum, a master degree in a receivant fields a doctored to legist years [presented by seponsible solden affairs experience in a solden or present presented by seponsible solden affairs experience in a solden or present presented by seponsible solden affairs experience in a solden of the solden affairs experience in a solden of the solden affairs experience in a solden of the solden affairs and present of the solden affairs and present of the solden affairs and present and present superior solden and present solden and present solden affairs and cherently solden affairs and present solden affairs and cherently succeeding of insection affairs and cherently issues except and public system preferred, information for the solden affairs and cherently issues except and present present present present affairs and cherently issues except and present pr

and present policy options.

Nominations for the position are encouraged, interested applicants should submit letter of application, résumé and the names and telephone unumbem of hirter erfeiences. Letters of referense are NOT requested at this time. Review of applications will begin April 1, 1992. Starting date is the control of the

nnes for Sharon K. Mäler, Director of Public Information Minnesota Siete University System 555 Perk Street, Sulfe 230 SI, Paul, MN 55013 612-296-4404

Women and people of color are encouraged to apply. The Minnesote State University System is an equel opportunity, affirmative action omployer.

Christian Brothers University PROVOST/ACADEMIC VICE PRESIDENT

The Provosi Academic Vice President will be a new position at Christian Brothers University. This official will have responsibility for management of the duly affairs of the campus end direct responsibility for all ecademic areas. Other edministrative divisions responsibility for all ecademic areas. Other edministrative divisions on campus will report directly to this person, who will report to the President of the university.

Christian Brothers University is a privote, Catholic, ecumenical, coeducational, comprehensive il institution with an enrollment of 1,700 which includes traditional undergranduce programs, en accelerated undergranducie Evening Program for adults; and granducele programs in Business, Telecommunications & Information Systems, Engineering Management, and Education.

Qualificatione

init

Quanticutiones

Candidates are expected to have completed aither an academic Ph.D. or an odministrative Ed.D. and have had significant experiences of breadth and depth in higher education. An attackershading of and commitment to the mission of Catholic and Lidealitan (Christian Brothers) education are essential.

Salaryı Competitive

Documentation: Send a latter of interest, a dotated resume, and the nomes, addresses, and telaphone numbers of three references:

Personnel Office a Brothers University 650 East Parkwoy South Memphis, TN 38104



\$255 deadline for receipt of materials is April 1, 1992. Position to be filled July 1, 1992, or as soon thereafter as possible.

Christian Brothers University is an equal opportually employer.

Blendere Life. Assistant Descriptationers Director, Professionals asposted my care of the control of the contro

ASSISTANT VICE CHANCELLOR FOR ACADEMIC AFFAIRS

The University of Tennesses of The University of Immesses of

The University of Teoresses of Martin invites applications and nominations for the position of Assistant Vice Chancellor for Academic Atforn. The Assistant Vice Chancellor is positive of the Chancellor of Academic Atforn.

Emmed doctomise is fiscord to landarity and other schmidstratures to eccomplishing complex toxis, and an advantage of the continuation of the complex toxis, and an advantage of the continuation of another toxis and an advantage of the continuation of another toxis and an advantage of the continuation o

polotmeni e Record of successful university-level teaching and acholarity orhievement

a Appreciation of the roles of loculty, students, and staff to university governonce

any governonce

**Letter of Interest

**Lett

Dealm bits aforming dois: tuly 1, 1992.

Mr. Phillip I, Miller, Choir

Mechanistics of Assistion Vice Chencellor for Academic
The University of Pennesses of Mariin
337 Administration Building
Martin, TN 98238

The University of Tennessee of Martin is an EEC/AA/Title 9/Section 504/ADA Employer. We are particularly interested to receiving common citions of and applications from women and minority candidotes.

Baldwin-Wallace College BEREA, OHIO 44017

VICE PRESIDENT FOR STUDENT AFFAIRS AND/OR DEAN OF STUDENTS

The VICE President for Student Afters studio: Doan of Student provides, creative leadering loc policy development and implementation in relation to challenge the student property development and implementation in relation to Californi, for or five the same important productions in college the selections called the same control of the same control of the college of the making, and reports through to the President. This person is responsible to making, and reports through the form of the same control of the same companions, the College Links, the student selection overall student development alphibits for both readeraid and communing student development alphibits for both readeraid and communing the same control of the same control of the same control of same control of the same control of the same control of same control of the same control of same control of the same control of sa

Southeria. The position is average just 1, 1992. Qualification should include proven leadership ability in student development of the mission of a qualification league environment, and commitment to the mission of a qualify libert safety and the providence of the providence of the providence of the students, and the providence of the learning and growth dot students, and improvement of the quality of students little. An area doctored is preferred.

Baldwin-Wallace is a comprehensive college of 4,600 students located in a suburb of Cleveland. The College his a strong financial base, slable enrollment, and diverse education programs for both traditional and non-traditional oge-group learners.

Nominations and applications, including a résumé and list of professional references, will be reviewed beginning March 20, 1992. These manufals facult has required to the control to the

Dr. Neal Mslicky President Baldwin-Wallace College 275 Eastland Road Beres, Ohlo 44017

-Wallace College is an Equal Opportunity, Altimative Action Employer.



Coverage of bresking news that affects higher education-from state capitals, campuses throughout the country and the world -

every week in The Chronicle.

California State University, Hayward

VICE PRESIDENT ADMINISTRATION and

BUSINESS AFFAIRS

Californie Stote University, Hoyward invites applications and nomica-tions for the pushion of Vice President, Admielstration and Business 45-febr.

The University, enrolling 13,000 students, was established in 1957 and is one of the 20 universities of The Colliforain Stote University system. The University, with its runts canques in the hills above Hayward overlocking the San Francisco Bay, serves a large enterpolitica area and a cultural diverse possibilities.

diverse population.

The VICe President, Administration and Business Albris reports diverby to the President and inconsistent for general supervisors of the feature of the President and Inconsistent for general supervisors of the feature of the

EVOS.

Qualifications inclode relovant senior level experience in university admoney of the control amongsment, demonstrated ability to work or production of the control amongsment, demonstrated ability to work or the control of the control of the control of the control of the first to u senior administrative affairs position; declarate or experience in a control of the contro

The selection process to planned for completion is the summer of 1992. Screening will begin un Murch 23, 1992. Please direct inquiries, nominations, ur lotters of application to:

Others to approximents of the Chair, Search Committee for the Vice President, Administration and Business Affairs the Office of the President California State University, Hayward Hayward, CA 94542-3001

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER



VICE PRESIDENT FOR DEVELOPMENT

Aquines College invites applications and rammations for the position of vice president for development

This position serves as the principal fund raiser for the College.

The successful candidets will feeting, cathons, on on shelt the College's nater conor prospects, and provide leadership in an expanded and multi-freed estemal installors program shelts installed and conor settlemed cathons program shelts installed, and cannot support, alumni ralations, foundation support, plenned giving, andowment, and against a support of the conormal support.

cornego; grac.

The vice precident for development works closely with the president, board of trustee members, and other leaders in enhancing the image of the institution and in engaging in activides that will identify and nurture denor prospects.

and in engating in activides to the tild identify and numbra decor prospos-hin mission of Apriliana College is no provide a blood and noticetion with a care orientation in a Carbolic Christian censeut to all students explain to a contraction of the contraction of the care of the care of the care or made bedyerene missions or expectation of the care of the care of the contraction of the care of the difference of Clean Papiris, Aquations is well known for its hospitally to effect the care of the difference of Clean Papiris, Aquation is well known for its hospitally to effect the care of t

Located in the heart of west Michigan, 35 miles from Lake Michigan, Gind Registh has a materialism population of 650,000+ end has take won delegation as an Aller City, Angelians Coding and the City Angelian Coding City, Angelians Codings is located on a wood'd Normanton.

Nominations and applications must be received by March 18, 1992. Appointment is effective July 1, 1992.

Chair, Vice Presidential Search Committee Aguinas College 1607 Robinson Road, S.E. Grand Reptds, MI 49506

were in a constant. Pile deep, 12 more) gave the constant of the problems, here are not be in problems, here are not been increased by the constant of the problems of the pro

ment and probabilities are sense of the control of

ANALA ANGELO.

State The Control of House attention to the Pengherm Hall Director and the Control of the Contro

BULLETIN BOARD: Positions available

VICE PRESIDENT

Student Development Services

CYPRESS COLLEGE

North Oronge County Community College District

North Oronge County Community Cultage District

Joyan Calago, or comprehensives community citage, is hand an inadvantage part of Comage Cannity, where find Indisary is directly
advantaged part in human control of exclusion and control in the
chandral parts in thomspreade with investigate control of the control

to the control of the control of the control of the control

to the control of the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the control of the control of the control

to the

stars are sum-municipal students.

Salary Salary Bange Std, (503-570,435 plus an additional \$1,600 for an earned doctonic from an accredited institution. Generous fringe benefits including multical insurance.

isolodia madical insurance.
Sardiag Dates As zoon as possiblo.
Application Procedures: Reference Job Number #CEM-935 in all correspondence. Request an application form. Only complete applications will be considered.

Office of Human Resources North Orange County Community College District 1000 North Lamou Street, Fallorton, CA 92632-1318 FAX; (714) 738-7853 e PHONE: (714) 871-4030

Acouplete application consists of district opplication form, letter of interest, a current and complete resume outlining enheational professional background, one page stationers of your politosuphy of student uleveloping

monacan.
Those applicants selected for finel consideration will be contacted for an interfew. The deadline date for all application materials is 54kl j.m., Thursday, April 16, 1992. Materials received after the deadline may not

The North Orange county Contraunity (folloge District is an equal appare

ASSOCIATE EXECUTIVE DIRECTOR

The Office of Scientific and Engineering Personnel (OSEP) of the National Research Council (NTC) is seeking applicate with with organization of the position of Associate Executive Director. Will function as OSEP bith logerating officer, with perficular responsibilities for oversight and quality continior of DSEP's PSCOORA, doctoral, and postociate awards program. Additional responsibilities will include representing the control of the PSEP and the PSEP and

funding spancias and throughout the scientific commu-nly. Acts for the Executive Director in life absence.

nily. Acis for the Executive (Director in life intosence.

OSEP bone of the NICC) oderen major opporting unite.
OSEP oderinfoliers programs that: (1) annually process
provimelarly 2,000 oppolications and award suppreviewed to the province of the province

Cardidates should possess a MS/MA/MBA and 10 or more years' experience in science and engineering administration and menagement. Familiarily with information technologies and background in the science policy sens is highly desirable.

The NRC offers an excellent salary and benefits program including paid relocation. Starting astary commensurate with qualifications, interested applicants should submit a confidential response to (CD), NRC/OSEP, 2101 Con

NATIONAL RESEARCH

COUNCIL

ASSOCIATE PROVOST Roosevelt University

Recorded University Indica application and nonlivious for the position of Associates Provise II for Association of the Provise III for the Associates Associated III for Association of the III for III for

The successful candidate should posses an earned discount end a root of administrative to an earned discount end a root of administrative on management experience in student services, with particular strengths and expensi

tronal markets; Cerhancement of e student-oriented professional environment which supports the overall educational experience of students; promotion of electure communication and cooperation among student service office distributions, firancial sid, registrador, re-cords management, scheduling, courseling and career planning, learning support services, and student lifel, and with the academic areas of the University.

acea of the University of the Independent metropolitan insidusion, with the main campus in downsown Childago and of branch campus in suburban Arling, and the Company of th sitton will be filed by July 1, 1992. Nominations and/or n at least four references should be submitted by April 3 to

Dr. Robert J. Graham Provost and Vice-President fot Academic Affairs Roosevet University 430 South Michigan Avenue Chicago, Illinois 60605

SENIOR VICE PRESIDENT FOR DEVELOPMENT

Albany Medical Center Albany, New York,

Allony Medical Center, the necond largest non-generammental employer in the Upital Duritet, nelse a Senior Vice Preastent for Development. The Senior Vice President will have repursibility for the overall administration and management of development and will serve as a member of the senior almonistrates estil for the delical A Duriter, reporting threst by the President

and USD.

Alkany Medical Usurer is composed of the Albany Medical College, the Albany Medical Coulege, the Albany Medical Counter Inseptial, 2071-bed teaching facility, and the Albany Medical Counter Soundation. The College has 30th full-time feetings, over 60th sendents in its students and graduate programs, and more than 4,000 albania. In its most revent capital campaign, which had a gool of \$21 million, Albany Medical Center raised \$20 million.

The position is available immediately. Applications and nominations, which well be hold in total reinfidence, alouid be submitted as summas possible to:

10r. John 11. Kulmle Managing Vice President Edmatton Practice Korn/Perry International 981 19th Street, NW, #28t Washington, D.C. 2000 'Tel: 2020429-4944 Fax: 2020429-4949

Alliany Medical Center is an equal opportunity anapoyer and specifically invita applications from women and minority candidates

dern accome; remains. Demish contacted
sequence of no other Souther Affairs area.
Marker's in Backer's diper with redise and
sequence of the s



A calendar of forthcoming meetings, conferences workshops, and institutes of tance to scholars and college

every week in The Chronicle.



VICE CHANCELLOR

University of Wisconsin-River Fails

Nominations and applications are invited for the position of Vice Chancel-for. The University of Wiscomits River Falls, word an encollement of 3.0 met. University of Wiscomits Fallow Falls, which are confidence of 3.0 met. University of Wiscomis Position. Another in pragarant are referred through the College of Agricultum, the College of Arts and Sciences. the College of Bacaston. the College of Agricultum of the College of Arts and Sciences. the College of Bacaston. the College of Agricultum of Sciences and Sciences. The College of Bacaston is the College of Agricultum of Sciences and Sciences. The College of Bacaston is the College of Agricultum of Sciences and Sciences. The College of Sciences and Sciences

students. The Vice Characteller reports to the Chancellor and it the shiel academia collect of the authority as well as the gathing executive volcer in the relation of the collect of the authority as well as the property of the relation of the relation terms of the state of the relation of the relatio

ure on the university within the UW 3-ystem. The successful condidate should have an out and dictionate with potential for tenure in an acclusific deportment significant accomplishments in challenging administrative and outcominal expectation. The challenging and accordance in the conditional conditions in the conditional expectation associated desire level or higher excellent communication and interpersonal skills demonstrated commitment to tentuc and greated evictorial production of the conditional conditions and sealing all productions and sealing deportunity, and a commitment in the goals—and instance of the university.

and mission of use universe to the countries of west central Wis-oration only this ymmutes east of St. Phulb/linesepote, Minnooth, a met-popolism area with major legate persy, professional or, theory and must revent as used as instanced resources for the contamin departments. The city of liver field has a population of the contamin departments. The city of liver field has a population of the contamination of the state of the contamination of the contamination of the contamination of the state of the contamination of the contamination of the contamination of the an artists.

Applications must consist of a letter of application, curriculum vitae and names, addresses and telephone numbers of five retwences. Deadline date for applications: April 22, 1992.

one: April 22, 1992.

Or. Cunnie Foster, Chair

Vice Chancellor Search and Screen Cunm
University of Wisconsin-River Falls
River Falls, Wisconsin 54022
1-715-425-3579

An niphybetical list of all nominees and applicants, without differentiation, may be released following the closing date. THE UNIVERSITY OF WISCONSIN-RIVER FALLS IS COMMITTED TO ACHIEVING DIVERSITY IN 1TS ACADEMIC COMMUNITY, WOMEN AND MINORITIES ARE STRONGLY ENCOURAGED TO APPLY.

SAINT JOSEPH'S COLLEGE Vice President for Academic Affairs

Saint Joseph's Collage, a Catholic liberal arts inamusts in Nonlivous Indianu, ack roomunicous and applications for the position of Vice Presides for Acadanic Affaire Reporting directly on the Vesident, this involvabil is responsible for davidopment and implementation of assistance projects, and budgets, faculty birting, estudionic, and development as serve as roop priorities of the office. That Vice Protection are supervised the library, Vice Joseph Saint S

Hagiars, Admissions, and Plausulai Aid.

Saina Joseph's Calege in jurt beginning its surrout country of dedictation to the mutually stimulations goal of Catalolis higher reducitions in the Meral assurations. One of this main esponsibilities of the raw Virt Presidars will be to keep the College's outstandly reasoned Cost Carriculum at the highest possible level of visible yad excellence. Emailment has been holding steedly as 1023 and ants, and the field-time fassily of 61 mm and women continues acrops of profasors with no sexpectionally high degree of are during continued.

nsy. The sursenful applicant must have contrasting excelential tont as eacher, The sursenful applicant must have contrasted and must be the correct or sciences, commissions to Catholic liberal arts hights education, savior faire in interparated relations, and the ability to leaf and evan singular an faire in fundamental relations, and the ability to leaf and evan singular contrast to the contrast of the contrast of the contrast College extends a sparial invitations to minorities and to women to apply salary will be comparative and commensurare with necdennials and appara-

The starting dats is July 1, 1992. Applications (Isras of application detailing apecial qualifications, vits, rhree letters of rafersnce) should be received by March 20th and sent to:

by the assemble coordination of one of these moint executable in the continued of the moint executable and exec

the formula of the problems are studied to Research 12 (1992) and the problems of the problems



Vice President of Student Affairs

Saint John's University, a Calibalic, Uncodictine, Illand sta colloque, invites conductions and applications for the position of Ver Perdelant of Student Allers, Sail at John's, founded in 1975, motion 1850 men in a loint curriculum shared with the neighboring College of Saint Benedits 1,750 women monterproductes. The residuation compass, and antivity 2,470 acres at lakes, concidents and prairie, is 70 miles northwest of Minnenguis St. Vani.

Altinoequiles I Paul.

— When Vice Predasts at Sturions (Allais is primarily conformed with providing a residential environment which promotes student learning, which is the properties of the

The Vice Provident imports to the President and works riesely with the Vice Provident for Academic Affairs, who is responsible for academic appear operates, the Vine President for Rerollment Americanes, the University's Conclinator of Mitterly Affairs and the Saint John Abbay Health Conference with the College of Saint Benufict. The Vice Provident oversees a limited of \$1.7 million, a professional staff of \$1, and a startest staff of 10s.

Destrut qualtilizations lacindo:

 in tomainal degrae in a related field ambler axtensive experience in stedinal developments work of the shiftly to continuated and strengthan the tunedictine and Calluding which the host of Saint John's older allead mission

the shillty in work with and he respected by the faculty, and alread but the interrulationalities between andont tituend the liber-deds continuous.

at any exercision.

a value for student affairs which includes helials, development of
the person, the importance of value formulan in retidential programs, etd altonibut to issues of men a and worein a devolopment,
as well as cultural diversity.

es von se cuntro divorsity

the capetity to wark formally and informally with students, with
high visibility, gunnins triatros, an utility to liaton and o perchant
for frue/ving struiner in decision-making processes

a compliment in collaborative working relationships with colleagues in situation ideals.

The aspected starting data will be july 1, 1002 or or soon as possible thereofing. The review of applications will begin upon recipit and commain on or before blay 1 and commain on or before blay 1 and 1 and 1 is uspected that he sets. It is uspected that he sets.

maio no o perue visy 15.

Personal synifications should include a letter ouilibleg the mandi-date attruggle in relationship to the desired qualifications, se well se a current returned. Noninelluse are side evidence.

Nominetions and applications should be directed let:

Director of Personnel Services Seint John's University Cellegavillo, MN 50321 Phone: 612-363-2506

Snini John's is on Equal Oppartunity, Affirmative Artion Employer.
Women and minurities are encouraged to apply.

of L aub viri allo no reminimental de la compania de la

> HHI | HHI CENTENNIAL

ÔE

BE

1444455

class;

Executive Director of Alumni Relations and Secretary to the Alumni Association

The University of Riscole Island Involves contributions and applications for the position of Execution University and Parketins and Secretary to the Alamira Association Execution Construction and Secretary to the Alamira Association Execution Exe

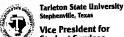
a velid offere's license.

"Accorder's depens to required and all best seven years of proposition as perfection in higher solution in the solution of the proposition of the proposition

Mominations and applications should be received by April 15, 1982 and sent terms of Coordinator (coalition 231038). The tentersity of Roads lated, P.O. 6xx. 6. Kingston, 10 2888 - Applications should be accompanied by a current resembly and the names of three references. Competitive salety with excellent boselies.

Minorities and women are encouraged to apply.

melines the Indiana Counties. The Indian (reading for Schlasson, daugust) and the Indiana stronger calculation of the Indiana stronger calculation and angion showing registerious for the postion of Registerious Christophia and the Indiana Schlasson (Indiana). The Indiana Christophia Schlasson (Indiana Schlasson) and the Indiana Schlasson (Indiana Schlasson) and Indiana Schlasson (Indiana Schlasson (India



Vice President for **Student Services**

Student Services

Toncie In 1807, Traien State Unbernity is a competentive, natureassateri untersity which is a part of the Teasa AM University System. Testion has a recomment of own 6.00 art is located in September. Testion has a recomment of own 6.00 art is located in September. Testion has a recommend own 6.00 art is located in September. Testion has severed in the second of the second of

an counsaing and/or administration is preferred.

Applications after the excreening of applications will begin immediately and will constitute until the position is filled. Application process may be discontinued any time after May 1, 1920, For further information, call the Tatleton State University Personnal Office at (817) 506-9128 To apply, send letter of application, estudie, and all six of three inferences to:

né, and a list of three references
Dr. Jim Royd
Chairman, Search Committee
Tarleton State University
P. O. Sox T. 1 | 79
Stephenvife, Texas 7d402

Tarleton Scare University is an Equal Opportunity, Affermative Action Impligyer Minority and warmen conditions are succuraged to apply

Vice President for Institutional Advancement SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE

Nominations and applications are invited for the position of Vice Presented for institutional Advancement at Southern Illimois University at Carbondale.

The Vice Fresident for institutional Advancement provides administrative direction to University and concerning the management of the University afford-nating officers, admini affairs, public relations and in University affairs which the University. The Vice Production of the Conference of the University and the University of the University and the University and the University and the University of the U detti for insututional Advancement reports directly fit the Provident As a member of the President's staff, participation in the planning and policy development of the University. Service as the principal advisor to the President's with respect to lund relating, alumni quatters, and public relations.

readions. Provides leadership and administrative direction in the units within the Vice Fresidential aree. Hens, organizes, and coatrois the proves of sections of extlering goals and objectives for the units. The trust-supervise and extlering goals and objectives for the units. The trust-supervise and of the providence of the control of the control of the control southern illinois University Forensistan, Aluma Services, and University Relations.

y iceanous Regal rementa Masser's required, doctorate preferred. Print resperanto in a sealo leval position in a undoversity setting. Demonstrated bodiership in a sealo reversity problem of the property of the sealous property of the prop

Applications Must Be Received By April 15, 1992. Tanistive start date is july 1, 1992. Send letter of application, resume, and the asmes, addresses and telephona numbers of three references to:

Office of the President
Attr: Chair, Search Committee for
Vice President for institutional Advancement
Southern Hilmols University at Carbondale
Carbondale, IL 52901

SILIC IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

Acolimation similar Argl 17, 1912. Small control allignatures and they interest or extraction. The acolimation of the control allignatures and they interest or extraction. The acolimation of the control allignatures are according to the control and the acolimation of the acoli Residence Life: Residence Hall Director (RHD). Morthern Arizona University. MAI. Arizona' "Mecuatic Campus," has a strong control occasing an ethi-cally directed and collectify areafted start-rounces. Cantidates who share in this va-rounces. Cantidates who share in this va-rounces.

color diverse and colored controls and colored colored

A complete list of the latest government grants. foundation grants, and private gifts to colleges and scholars -

every week in The Chronicle.

MINISTER STATE

STATE UNIVERSITY COLLEGE AT BUFFALO (Buffalo State College)

Provast/Vice President Academic Affairs

Buffulo State College seeks a dynamic and creative mendentic officer to provide leadership for neudentle program manage ment and development, and assist with overall institutional pluming. The provon is the second ranking officer of the college and reports directly to the president

A comprehensive public urban insthution, the college is located at the heart of the cultural sector in the state's second largest city. It offers bachelor and master's programs to a 12, 500 diverse su-dent population with a full-time faculty of 467

Candidates must hold a terminal degree or equivalent and have achieved success os a teacher/scholar and ocademic administrator in higher education. The successful candidate should have progressive experience to the dean's level or show

Anticipoted biring by July 1, but not later than September 1. Application dead-line is April 1. Letters of interest should be accompanied by a resume and three names, addresses and telephone numbers for references to:

Dr. William Licata Clair, Provost Search Commillee GC 517

Buffula State College 1300 Ehnwood Avenne Haffalo, NY 14222-1095

Millian de la company de la co

AA/EOE Women and minorities are encouraged

LAWRENCE

APPLICTON, WISCONSIN

Vice President for Development & External Affairs

Development & External Affairs

Dover e l'un event un tre application au du municion de princi d'une froncische in le constitution de la Constitution de l'une de la constitution de la

Lawrence Unit envity is an Affirmatics Action, Equal Opportunity Employer

spareh purchasa sequi se gibba, see a degare, petfetable si hitodera Princepet Societable son hitodera Princepet Societable son se stated areas he so cité para tanti sequite a libellada integrer. Marca a degree prafacet libellada concern apara se quita prancon contrelada se concern apara se petita prancon contrelada se petitable se contrelada se contrela

BULLETIN BOARD: Positions available

VICE PRESIDENT FOR **EDUCATIONAL AFFAIRS**

The Network College of Chropmeric, founded in 1915, located in Lombard, Broh, sometided by the Cornelivation of Acceptations of the Council of the Control of the Council o

developer. Hisher primary trajectoresonates accurate.

Adalessance and Improvement of all edistabilistal programs:

Provision of Immovalite thirding and articles infinite to use programs:

Provision of Immovalite thirding and articles infinite vito use programs:

Revision of Immovalite thirding and articles infinitely:

Revision of Immovalitely for and evaluation of direct vito report to hinther;

Recommending saming levels for faculty and related administrative and sup-

Problems of Saudzenbip for send evokulations of drines who septor to bin/ther;
 Occussing or chaining all faculty seneric committees.
 Recommending salmy levels for laceby and rebied a chain-instantee and support state.
 Same of the send of the

defining and additions; should be a self-study Reports and acting na liaison with acresiding agencies; crediting agencies; Possiding agencies; Possiding agencies;

Providing named recursions and color repairs on the concentration of the President which should be president and the Vice President for American and Plance in the day-to-day operation of the Cullege: and which cooperatively with faculty and administrators for the most efficient and alective estimated of the College's mission and purposes.

Qualifications: The College encourages all candidates with the following qualifications to opply: Temmal academic or first professional degree;
 Broad and significant academic and administrative experience at level of

Bland and digitalized academic and administrative experience at level of any of the control of t

Congret Compension, as money, and as special twent the preparation in before function and their productional bowd is included.

Applications: Fuel ton, with the monthful of Sophendry 1, 1992. Solary to compensate and commensate with rectardards and respectators, with a nating of \$10,000 pits benefits, including \$10AC CHLF intercent[] plan.

Seeds will continue on the proposition is fulfed. Numeration, as whirst of application, accomposited by current curriculum visus, and the morres, advantage of the continue of the proposition of the prop

Sauch Committee for Vice President for Educational Allaha The National College of Champaratic The National College of Champaratic 200 Fast Recessors Road Lounbard, Blunds 64(19)

CORDED SERVICE DE LA COMPANSION DE LA CONTRACTOR DE LA CO

Islam State College of Colorado, Gunnison, Colorado 8230

VICE PRESIDENT FOR ACADEMIC AFFAIRS

Westen State College of Critorado is a public liberal aris institution of approximately 2,500 students and 11th locality trends on which beenly use maley behavior problemed work in evident and textualism. The liberal in the mountain trans in Cannovan inputation 4,500t, 248 miles to the first of the mountain trans in Cannovan inputation 4,500t, 248 miles to the contract in the Vice Provident in Academic Alabam 1,500t (248 miles to the contract in the Cannovan Cannovan of the College Transier and the responsibility in the academic movious of the College Transier and the College Cannovan of the Coll

Bose hierarcied in or being nominated but the journen hunds.

I have an earned decirate, injectically an a laircal arts disk upline

Now coperfects as of acuty member in a laircal arts college to an adversariate of the control of the college to a surveying the college of the

ase send applications to: Kaye I knowe, President
Western State College
Gunnisen, Colorado B1231 Western State College, one of four members of the State Colleges of Chiora-do, is an Affirmative Action, Equal Opportunity Employer.

**************** The planes where the control of the control of the planes of the planes

UNIVERSITY

RESIDENT DIRECTOR

(12 Month Position)

The University of Hariford seeka an individuals in assume the re-specialistic hard and the control of the cont

tkvelepment programs.

Qualifications include bactielor's degree imaster's pueferredt in CSP or related field with experience in residential housing administration. Strong communication skills and commitment to total quality programming and learn approaches desired. The position starts july 6.

The University offers a full benefit package including furnished apartment and tuition remission for employee and leighble dependents. Salary \$18,000 to \$22,000. Deadline for applications in Appli-1st, Applicants can interview at Oslikasht Placement: Exchange and NASA. In apply by notal send 2 counces at resume, cover letter, and three letters of refer-pince his:

Mark Botzi Linnin Resinircei Developmen UNIVERSITY OF HARTFORD 200 Blumstick! Avv. West Harthord, CT 18:117

An Equal Donastunity Englower

Southeast

VICE PRESIDENT STUDENT AFFAIRS

SOUTHEAST MISSOURI STATE UNIVERSITY is a comprehensive regional institution and lite only senior institution serving the southeastern quadrant of Hissouri. The University campus consists of 760 acres shizated on a fill overlooking the city of Cape Clirardeau and the Massistoph River. Durlag lite 1991 foll semester. 8,800 students were emolled in programa leading to respective, backfor's, massler's add

semigetr, 4,800 students were emotied in programs locating to resociate, backelor's, master's abusing the programs and the second control of the programs and the second control of the programs and the second control of the programs and administrative office on the Commission of Student Affairs. The Vice President is reappressible for providing leadership and administrative direction to a comprehensive student all initials program which complements and supports the scademic nistation of the University and enriches the quality of student life. The Vice President works closely with mission of the University and enriches the quality of student life. The Vice President works closely with recognitized programs are provided to the programs of the provident of the provident sequence of the University of sentionally recognitized Division of Student Affairs, including enrollment management, student development, and outlay units.

recognized Division of Student Affairs. Including enrollment masagement, student development, and organized Division of Student Affairs. Including enrollment masagement, student development, and constructions cristalisation coordination of scholasships register's office terrollment, student registers assistant coordination of scholasships register's office terrollment, student registers assistant and responsibilities, and responsibiliti

recultment, relicition, and success of students.

Demonstrated commitment in offmative action and the promotion of cultural diversity.

A record of experience in managing student-related outdillary units and attional strongery.

A record of experience in managing student-related outdillary units and attional strongery.

Experience in lacking, condente in editioning outdoor recordents codentistation,

The ability to work effectively with reculty, staff and students in a collegial governence sincline.

Experience in lacking, condente in edition, and students in a collegial governence sincline.

Strong infrogressmal shifts,

Strong infrogressmal shifts,

Location variety of the control of the collegial governence and credentials. This is a between only and students of the experience and credentials. This is a between only to add the control of the cont

POSITION AVAILABLE: August 1, 1992, or as soon as possible thereafter.

NOMINATIONS DEADLINE: Nominations must be submitted not later than March 20, 1992 to the ad-

dress listed below, APPLICATION PROCEDURE: All application materials must be postmarked not lister than Priday, April 3, 1992. Applicants should send a letter of interest which shows evidence of the qualifications noted above, nounclatur vilse, set the names, addresses, and phone numbers of five references to

Kale M. Stroup, President Southeast Missouri State University One University Plaza, Cape Oliordeau, Missouri 63701

Southeast Missouri State University is an Affirmative Action, Equal Opportunity Employer and encourages nomicalions and applications of women and minorities.

SEARCH EXTENDED

Executive Director Student Activities Corporation

The Kreentev Dhevius at the Student Artivities Corporation of Operas College is requisible for aiministanting the Corporation of the paratist of days test-by artivities carling in no advisory variety on all flumerial molitory perioding in a \$1 million samual higher regularing leavaring public-decodiments; reversible justices aperations (litting intil), lood-stress, with a break provided providing and an accordance of the company of the c

experience preferred. Experience in supervisory responsibility and budget monograment esterniol. Competitive solony; excitent fringes. Send resume with adary lossery in conditione to terrory Borno, Cloic, Reservi Committee, Student Activities Corporation, Overen CollegarCLONY, Flushing, NY 11367–5397. Applications Will be reviewed commencing March 18 and continue until position in Billed. AVEDIS

Numbers Artivities Looporation is an independent legal unity. Neither the Board of Trevters of the Cuty Distriction of New York nor may constituent until it liable is easy may be the next of the reportation. Similarly, the reportation is no liable for the acts of any possible intervarementality or way perhanse risks or arganization.

Compartation is very comparison and inclosed as manches or writteness and and
the first it, the first statement and and
the first statement and the first statement and the first statement and
the first statement and the first statement and the first statement and the
third statement and the first statement an

afforts of the institution and reports directly to the freeden.

The University seeks an outsidending school with the vision and judgment to lead the efforts of a dynamic institution. Conditates must lingually a thorough mideratealing of exclosing winter to an ammed doctorate or its equivalent, candidates must have a sound reputation for schools within an armed doctorate or its equivalent, candidates must have a sound reputation for schools within an armed doctorate or its equivalent, candidates must have a sound reputation for schools within an armed doctorate or its equivalent, candidates must have a sound reputation for schools within the other own printing to the common of working the continue of the common of the co ployees are essential.

The University of Arizons is on Equal Opportunity, Affirmaand Control of the Control

A letter of epplication, with vitae, or nominations should be

SENIOR VICE PRESIDENT FOR

ACADEMIC AFFAIRS AND PROVOST

The University of Arizona Invites applications and nominations for the position of Senior Vice President for Academic Affairs and Proposit.

An tio chief nendomic officer of the University, the Senior Vice Provident and Provost is responsible for conducting the scalemic affoirs of the institution and reports lifredly to the Provident.

John H. Law, Ph.D.
Chair, Provost Search Advisory Committee
Ariscoa Research Labs Business Office
1018 Gould-Simpaco Building
University of Ariscoa
Tucson, AZ 55721

Street in Studie' (Studies coursiers, which contents of [50 mails. A Bastler's departs of [50 mails. Bastler's departs o

-







For fastest service please write. don't phone.

To serve our readers most effectively, we have contracted with an independent, computer-based company whose only business is the handling of subscriptions. Their staff members' expertise is dedicated to serving our readers quickly and efficiently.

They can do this best if you'll write them directly—enclosing a copy of your address label, if you have one. Or use this coupon to let them know how they can serve you,

Please check the appropriate box(es) below:

- ☐ Change a delivery address
- Report a subscription problem ☐ Enter a new subscription (49 feaues—one year)
- Renew a subscription (49 issues—one year)
- ☐ \$67.50, payment enclosed
- ☐ Bill me
- ☐ Charge VISA #
- ☐ Cbsrge MasterCard # ☐ Charge American Express #

Expiration dete

Zip

ATTACH LABEL HERE (if you're already a subscriber)

Street address or box number

Clty

Mail to:

Subscription Department The Chronicle of Higher Education P.O. Box 1955 Marion, Ohio 43305

Please sllow four weeke for your order or sdjustment to be processed.



Miami University OXFORD, OHIO

PRESIDENT

The Board of Trustees of Mismi University Invites nontinetions, applications, and letters of inquisty for the position of President upon the relatement of Previdedar Plad C. Personn os of December 31, 1922. The President is decided by and armed at the pleasance of the Board of Trustees and is charged with the president plant of the University as the cities conductive and according to the cities of the University as the cities conductive the plant of the University as the cities conductive.

Allers (Inherently in a state-assisted comprehensive university) and other includes in a state-assisted comprehensive university to a state-assisted comprehensive university to the state of the state

inquiries, nominations, and applications for the position of President are invited and should be directed to:

und as directed for.

Special Committee for the Selection of a Prentdent
William G. Slover, Secretary to the Bosed
Office of the Secretary
101 Roudebush Hall
Mismal University
Outlood, Chie 45506
(513) 529-3610

The successful candidate well be expected to assume his or, her duties on danapar). 1990 or as soon threaster as its practical Applicants should send in related and seasoned of interest to be William G. Shows at the address above. Supporting information, including mismose, will be requested by the applications are purpoprised than the Special Committee well beginned to the sendent of the sende

ul University is on Equal Opportunity, Affirmative Action Employe alloations from women and minority candidates are encouraged.



PRESIDENT

Cheyney University of Pennsylvania

The Council of Trustees of Cheyney University of Pennsylvania and the residential Search Committee invite nominations, and expressions of terest, for the position of President.

telescet, for the position of President.

Chaymy University was founded in 1837 and is the oldest historically account of the control of the

opending budget is approximately \$21 million.

The Prelational Search Committee occurages his injuries of silected publishes with appropriate terminal degrees and significant appearance of the properties of the

and expressions of interest should be sent, in confidence

James H. Manning, Jr., Esquire Co-chair, Presidential Search Committee Cheyney Undversity of Pennsylvania Cheyney, PA 19319

Because the president will be expected to assume office on approxi-nately August 1, 1992, the search committee will begin to review eandi-iete credentials in late March.

Cheyney University is an equal opportunity employer.

Minnesota

Minnesota Community Collage System

ROCHESTER COMMUNITY COLLEGE

The Chancellar of the Mannesola Community College System among amening for the position of Provident of Rochester Community Colog

Recliester Community College currently emile 4,000 students Foreign 1915, the college is the shiest college in the filterents Community Cystem. Ruchester is the shiest college in the filterents Community Cystem. Ruchester is the state's filth largest city, located approximately miles southerest of Minnesopole and St. Paul.

The President is the chief executive officer of the college with responsible of programs and fainctions of the institution. The President reports and the Chancellor.

The following qualifications are considered essential or highly destroke

A demonstrated commitment to the mission of the community of A demonstrated commitment to the mission of the community of A demonstrated capacity for creative and resourceful rangemised only.

Demonstrated leadership ability in areas such as instruction and

I firming an constant and administration, preferably at the potential highst education in educational administration, preferably at the potential nay book, community college, administrative experience is describe.

An earned describate or appropriate experience that provide equations.

Solary is competitive and commensurate with experience and o

It is antichasted that the maskless will assume his or her dutes to his P

in a introductive to one pressure was nevertice that his measurements. The 1991 I bitme-seed a neglective manufacted at measure of threated the legislation of the community colleges, the technologies out the settlements by exclude the settlements are considered and the state universates. I have the constrainty of themses has been challed and legislation. Hearing changes in this core of three legislation. Hearing changes in this core of three legislation flowing changes in these three systems defected high 1931.

"Super Flower" will green in these three systems defected high 1931.

The application deadline is April 3, 1992. Required material re-later of application addressing the applicant's interest in and qualitate the position, a resume, and the manner of three references

Anne Weşandt Swarch Condition MINNI SOTA COMMUNITY COLLEGE SYSTEM 200 Captul Square, 560 Cedar Stoel St. Paul, MN 55101 16121 296 5157

PRESIDENT

Association of American Universities

Frank H. T. Rhodes, Chairmen AAU Presidential Search Committe One Dupont Circle, Sulla 730 Washington, DG 20036

Please nebbys proporations, tourings, and applications to:

The Minrassia Community College System is an equal affirmation action combiner.

Demonstrated sequency against a reast such a services.
 Damonstrated shills in faced planning
 Demonstrated shills in faced planning
 Experience in employee contract administration
 Training in educational administration, prefera

PRESIDENT

Community Colleges



CHANCELLOR

THE UNIVERSITY OF TENNESSEE, KNOXVILLE

Monisolions and opplications are sought for the position of Chancellor, The Beneaty of Tennessee, Knaxville. The Chancellor is the chief ocodemic and selected the stole's largost and usor comprehensive research electricity. Excluding the 120 Acculty tuitfil its throe-fall mission to teoch, canduct research earns to subject the stolet of the stolet of

When amuel budget at more than \$250,000,000 UT Kuaxville ollers bachelor's Agrees in 180 programs, moster'e degrees in 85, and doctoral degrees in 52. Realisset is 25,000 with 19,000 undargraduates and 6,000 groduote students.

pesiment is \$1,000 with 10,000 uncertified in the cool grounder structure.

If Kooville is a Carnegie I research institution. The foculty includes notionsized grants and controcts for 1990-31 exceeded \$30,000,000. Specially funded
sizes involving portnerships with industry and government, especially uncerty
Oct Ridge Retinal Laboratory, fitteen \$1,000,000 endowed Chairs at Excellence,
and a larger number of portfally endowed professorships and other specially
laded positions halp support research. The college operates under the jurisdiction of the State Board for Community Colleges. Enrollment ht the Minnesota Community College System has cruesed over 51% in the past seven years.

The University is also among the notion's learning public institutions in alumal support. Private gifts to UT Knoxville totaled over \$18,000,000 in 1990-91.

a support. Private gitts to UT Knoxville totaled over \$18,000,000 in 1989-91.

Daring the post decode the University hos mode substantiol progress in obsetting over granting the production of the production of

The Chancellor is elected by the Baard of Trustses upon the recommendation of the President of The University of Tannessea System. Nominations and a pplica-tion that the submitted to the chair of the Search Advisory Carumities:

Dr. John W. Prodos. Choir Chouceller Search Advisory Committee 800 Andy Holl Tawar, The Univorally of Tennesses Knoxylle, TN 3798-0180 Phone: (815) 974-211; Fex. (615) 974-3213

Applications oud nominotions of outstanding condidates, especially wamon and minorities, are strongly accouraged. Screening of condidates will begin on April 1, 1892, and will continua until the position is filled.

PUBLIC DISCLOSURE: Documents ralated to this sectet are subject to inspec-tion by citizens of Tennessea under the state's Public Records Act.

THE UNIVERSITY OF TENNESSEE IS AN EQUAL EMPLOYMENT OPPORTUNITY, AFFIRMATIVE ACTION, TITLE IX. SECTION 504 EMPLOYER



President

Nominations and expressions of interest are invited for the position of president of The University of Akron.

The University. The University of Akron is the third-largest state-assisted university in Ohio, with enrollments of 28,200 at its main campus and 1,500 et a branch campus in Onto, with chromiters of the colleges offer 31 essociate, 154 baccalauteate, 47 master's, the juris doctor, and 18 doctoral degree programs. The University attracts students of all scademic, economic, social, and ethnic backgrounds. Its total residential population is estimated at 6,000, including 2,200 undergraduates in 16 residence halls.

More than 100,000 degrees have been conferred in the University's 121-year history. UA has e rich heritage of educational leadership and service to the state and region: it was founded in 1870 as a private liberal arts college, become a tax-supported municipal university in 1913, and joined Ohids public higher education system in 1967.

The University is located on an attractive 166-acre campus nverlooking downtown Akron. The Akron-Cleveland tegion boasts a strong, diversified business and industrial bssc; numerous educational, social, cultural, athletic, and other amenities; and a total population of 4 million. UA's world-renowned programs in polymer science and polymer enginecting are key to the region's economic development strategy.

The University's annual operating budget is approximately \$212 million, with an endowment of \$50 million. Attesting to its strong external support, UA recently completed a \$51.8-million capital campaign six months ahead of schedule.

Position. Prospective candidates should have the expetience, vision, and energy to lead a major comprehensive public university situated in an urban srea. Candidates must be: committed to excellence in undergraduate and graduate education and distinction in selected areas of inquiry and etestive activity; experienced at working conperatively with faculty, students, and staff; proficient in fiscal management of a complex organization in an environment of constrained resources; committed to expanding the positive relationship the University enjoys with the sutrounding city and expanding the positive relationship the Oriversity employs want the surfamining city and region, skilled at representing the institution in external relations and fund-raising, and committed in fostering diversity in all forms. Candidates should have strong academic etedentials and demonstrate successful administrative, managerial, and leadership skills.

The president is the chief executive ufficer of the University and is responsible to the

Applications. Nominations and expressions of interest should be submitted to: Benjamin G. Ammons, Chair, Presidential Search Committee, The University of Akron, P.O. Box 230, Akton, OH 44309.

7

.

The formal screening process begins March 20. No candidates can be guaranteed full consideration if materials are received after that date. Applications should include a current résumé and a thoughtful letter discussing the candidate's mitability for this position.

EXECUTIVE DIRECTOR

Association of American Universities

Flober M. Rosenweig, who has served as President of the Association of

The Associated Colleges of Illinois is a fund-raising consortum of 26 Neperidac colleges and universities, and secures both program and wainted support for the member; institutions through a united annual year of corporations, businesses, and loundations. Annual income cur-nity annual s 1,7 million.

195 studies 41.7 million.

The Excentle Discretor is the chief executive officer of the Association of Sports discretly to the Pasident and Executive Committee. This half-was described administration of the Association, edited gills in order to the control of the Association, edited gills in order to the control of the Association, edited gills in order to the particular to the principle and the principle mills of the Association, edited gills in order to the particular to the principle mills of the Association and the Association and the principle mills of the Association and the principle mills of the Association and the Association and the principle mills of the Association and the Association and the principle mills of the Association and the principle mills of the Association and the Asso

Admini qualifizations include a B.A. deglere: a record of progress couble experience in development, preferably in higher educa-ideal winten and verbal communication skills: the ability to direct white others and a commitment to independent higher education that a tree.

The Association wishes to fit this position as soon as possible Salary is specified and commensurate with expeliance. Applications close April 1 1992. Send latter of application, including names of three references and

Dr. Eugene Hotchkiss. Chairman Search Committee Associated Colleges of Illinois 150 North Wacker Office, Suite t 350 Chicago, Illinois 60606

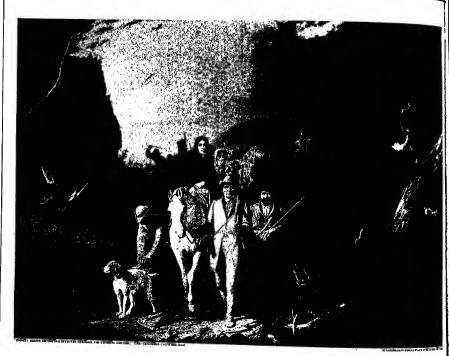
Classified Advertising Insertion Order

☐Regular Claesified ☐Display Classified ____ Column(s) x _____ Inchas or Alphabatical Listing____ Data(s) of insertion ... Altamete Insertion date(s). Flaseign box number Bill to address below: Peymant anciosad Street Address or PO Box & Putchaso Order No ...

Attach ad copy and any required billing forms Please send to:

> The Chronicle of Higher Education **Bulletin Board** 1255 Twenty-Third Street, N.W. Suite 700 Washington, D.C. 20037

End Paper



Daniel Boone as Icon: the Columbus of the Woods

HIS ROLE as explorer and discoverer of new lands, Daniel Boone came to be equated with Christopher Columbus and was described by the art critic Henry T. Tuckermnn in 1852 ns "the Columbus of the woods." The landing of Christopher Columbus on the island of San Salvador in 1492 was n decisive event in European history, initiating the expansion of Europe's imperial powers and their colonization in this hemisphere. For the native peoples of the Americas the spectscular appearance of the white sails nsing in the Eastern seas marked the dawn of their eventual demine at the hands of the European conquerors. Mid-19th century descendants of the colonizers in the United States viewed Boone's march into Kentucky as e pivotel event in their expansion westward to dominate the continent—an expansion that they equated with Columbus's. Certainly, for Native Americans the sppesrance of Boone with his flintlock rifle signaled sn end to Native American society in North America, as had the sppearance of Columbus for Central and South American nstives.

In the United States, especially after the War of 1812, the frontier was pushed farther west by the spiritual and entrepreneurial descendants of Columbusfur trappers, mountain men, and pioneers hungry for nch lands. As the new nation sought to construct narratives to represent its emerging national identity, the daring frontiersmen who led the advancing Anglo-European civilization gained recognition as heroes in literature end visual srts. A central persona in the nation's

search for its identity was Daniel Boone. Even in hi nwn time, the tale of Brone's role as the leader of colunists migrating through the Cumberland Cap into the Kentucky territories hud begun to assume largethan-life status. Due to the zeal of several generation of writers and artists, Buone came to be considered the consommate symbol of the American pioneer ie the decades prior to the Civil War. By the 1850's tales of this real-estate speculator, hunter, and Indian killer had expanded into mythic proportions, und he became fumous as "the pathfinder." Boune hud become a sym bnl of America's self-procluimed Manifest Destiny. wos in this context that visual images of Dadel Boote nchieved greatest circulation and were widely celebrate ed in popular illustrations and paintings.

"The Calumbus of the Woods: Duniel Boone and the Myth of Manifest Destiny," an exhibition of paintings. drawings, prints, and illustrated books, will be at the Washington University Gullery of Art through March

The text above is by Joseph D. Keiner, director of the gallery. It is excerpted from his introduction to the exhibition catalogue, "The Columbus of the Woods. Daniel Buone and the Typulugy of Manifest Destin, written by J. Gray Sweeney, professor of an history a Arizana State University. Copyright @1992 by the Washington University Gullery of Art and J. Gray

Ways & Means

Pennsylvania Gov. Robert P. Casey backed his proposal to sx the state's \$76-million subsidy to private colleges with a powerful but slightly flawed

argument.
"New York doesn't pay tu
operate Columbia," he said in his
budget address. "New Jersey doesn't pay for Princeton."
The flew? He was wrong. Both

states provide money tu private colleges based on the number of enrolled state residents.

The Governor's spokesn

attributed the error to information supplied by the institutions. Embarrassed but unbowed, Mr.
Casev's administration is pursaing the cuts, which would take \$37million from the University of Pennsylvanie and the rest from tl other institutions, mostly medical

and dectal schools. "We're certainly upset" about giving the wrong information, said the spokesman for the Democratic Governor, but Pennsylvania "just does not heve the maney to fined both its public institutions and its private institutions." The institutions are lobbying the General ssembly to block the action.

Nsw York State's Liberty Partnership and Liberty Scholarship programe, ereated by Gov. Merio M. Cuomo four years ago ss an "extraordinsry incentive" for students to ettend college, sppess heeded for

The programs, which were never figured at the levels promised in 1988, would not receive any state mensy in 1992-93 under the

Covernor's proposed budget.

For the Liberty Scholurships, the recammendation doesn't elunge much. The scholarships, which were to have gone Into effect in the 1991-92 budget year with \$30million, were never financed. Governor Cuomo "deferred"

financieg for them last year. The scholarships were designed to cover non-taition eosts for needy students. The Liberty Partnerships commenity-service opportunities to 13,000 school children in 52 programs across the state.

The partnerships never received more than \$13.3-million. State efficials had planned to spend \$30-million on the program in 1991-92 and \$40-million in 1992-93.

A spokesmsn for Mr. Cuomo said A spokesmen for Mr. Cuomo said the badget recommendations were prompted by the state's dire fiscal condition and the Governor's promise that there would be "no sacrificial lambs, no sacred cows." The Governor hopes Congress will pick up the slasek by enacting a nationwide program, but financing for such

for such a program is uncertain.
The Legislature could still

restore monoy for the Governor's initiative, but that is considered aniikely. Said the state official who oversees the programs: "I don't thick any of us want to face the 13,000 students who rely on the services of the program."

Government & Politics



James R. Chan, prasident of the faculty senate in the SUNY System: 1 don't think you can solve the New York State bedget problam on the beckenf these few people."

College Employees Fight Back as Many States Try to Cut Pension-Plan Contributions

By GOLDIE BLUMENSTYK

Muny governors und legislators are trying to cut state contributions to pension systems that serve faculty members and other employees of public colleges.

Pensium heneficiaries are fighting back. Some, who necuse politicions of plundering retirement nest eggs, are waging legis-lative buttles and filing lawsuits to block the states' efforts.

'A Blatant Robbery'

"It's just a blatant rolibery," says Dennis D. Spice, executive director of the State Universities Retirement System of Illinois. The system is lighting Gov. Jim Edgar in the state Sopreme Coort and in the General Assembly over the state's failure to make expected contributions to the fund, "This is not the Governor's private bank account," says Mr. Spice. State officials supporting the reduced

contributions say that they have no choice but to cut ull kinds of state spending, and that state employees are exaggerating the dangers fucing the pension funds.

Generally, the legal and political muchinutions touch higher education in two

They affect states' contributions to public-employee pension systems, like the one in Illinois, which cover many statecollege and commonity-college employ-

They letermine the amount that states Continued an Following Page

Accreditation-Panel Appointee Criticized for Past Remarks on Blacks and Gays

By SCOTT JASCHIK

New charges are being made against John C. Hirschfeld, who was appointed by Education Secretary Lamar Alexander to the National Advisory Committee on Accreditation and Institutional Eligibility.

Academies and others who live in Champaign, Ill., where Mr. Hirschfeld is a lawyer and newspaper president, say his ca-reer has been full of incidents that demonstrate insensitivity to black and gay people, and that he is not suited to serve on an important government panel.

They contend that Mr. Alexander

should not have appointed Mr. Hirschfeld, and that the Secretary either did not do enough research about his appointee or selected him for political reasons. The panel on which Mr. Hirschfeld sits advises Mr. Alexander on whether to grant federal recognition to accrediting agencies. The panel is now helping Mr. Alexander to evaluate sala to revamp the accreditation sya-

Mr. Hirschfeld said last week that the charge that he was insensitive had "no foundation in fact," and that he believed Education Department officials

had "no problem" with his role on the

Etts Fielek, a spokeswowan for Secre-tary Alexsnder, said, "There are no plans that I know of to take action against Mr. Hirschfeld."

Ms. Fielek asid the department had not reviewed Mr. Hirschfeld's writings or career before appointing him, and that soch reviews do not take place for sppointments to the accreditation panel, but are reserved for full-time, senior positions.

Backing for David Duke's Views

Mr. Hirschfeld, the president of The Champaign-Urbana News-Gazette, was appointed in October. His selection first became controversial in December, when a professor at the University of Illinois st Urbana-Chompaign sent the Education Department copies of op-ed colomna Mr. Hirschfeld had written for The News-Gazette that were sopportive of the viewa of Dovid Duke, the former Ko Klux Klan leader. The columns criticized President Bosh for "abandoning" Mr. Doke doring his campaign to become Governor of Louisiana. Mr. Hirschfeld wrote: "Duke's Continued on Page A29

Senate Approves Massive Legislation for Higher Education

Proposals on Pell Grants and direct loans are dropped

By THOMAS J. DeLOUGHRY

The Senete, by n vote of 93 to 1, hes approved legislation that would reauthorize the Higher Education Act for seven

Senators backed the bill after its sponsors deleted an expensive measure that would have guarunteed Pell Grents to all who qualified. The sponsors also agreed to set aside controversiel proposals that would have dropped banks from the student-loan besiness in favor of direct feder-

The lawmakers approved 45 uniendments to the mammoth bill during eight hours of debate. Sen. Jesse A. Helms, Republican of North Carolins, cited the eost of the legislation in casting the lone vote

Senators from both parties praised the measure for increesing aid to middle-income families by expanding eligibility for Pell Grants and increasing the size of stodent loans. The legislation would authorize a maximum Pell Grant of \$3,600 in the 1993-94 academic year, sn increase of 50 per cent over the \$2,400 that will be provid-

Action Pending in the House

The legislation would cost about \$18-billion in fiscal 1993, compared with the \$12.7-billion that Congress has appropriated for 1992. It is uncertain, though, whether the final higher-education legislation will be approved by the time budget bills for 1993 are developed this summer. It also is not clear that Congress could find the money to pay for everything the bill

A separate bill that would reauthorize higher-education programs for five years is awaiting a vote in the House of Represent-Continued on Page A30



Sen. Orrin G. Hatch opposed th antitiomant provision: "The sad fact is that we are forced to make choloes in how to bast use the funds that we do have."

and reduced its contributions

optional retirement plans to f

same rate. The rates had by

"On the sturface, it looks

they're being fair," says Tong

exaurder, who oversees one

retirement issues for the to Higher Education Conduct

Heard, Itrit in fact, the emplo

feeted by the change, assumer

state is able to provide the per

ised benefit upon retirement le

employees in the optionalis

ment system, however, worldy

smaller pension benefit than the

colleagues in the state system.

Mindful of that, all state virg

sities and about half of the juin

colleges last year dug into the

own frinds to make up the 60

ence. Ms. Alexander says the

they would undermine the val

the reptional-retirement plans

recruitment tool. It is anchari

the institutions will be able to a

np the difference in 1992-93.

its contribution to its Teacher

tirement System to a rate of 63

cent iir 1989 from a high of alor

per cent. This year Gover

Deficit-wracked New York

leges feared that if they did no

the state-sponsored plan is as

based on 8.5 per cent of salay

contribute to "uptional retirement plans," which are increasingly favored by professionals in higher

Ontional plans allow college faclly members and administrators to take their pensions with them if they move to another state for u new job. The plans also ure attractive to institutions as a recruiting tool. But some higher-education reducing their contributions to these optional plans could undermine their attractiveness.

High Enrnings in 1980's

State pension systems are sunported by government contribulions, based on netnarial assumptions, and the systems' own investments. Throughout the 1980's, many public pension systems benefited from high interest eurnings.

Now, however, as states con-front hudget deficits, governors and legislators are trying to reduce their contributions to the funds and use the money for other purposes. "Some of them are so health

they're being looked at as a cash cow," says Cothie G. Eilelberg, director of the pension and benefits program at the Government Finance Officers Association.

In some coses, states simply are not meeting their octuarial obligation; more typically, they are enanging the assumptions about the funds' earning potential in such a woy as to reduce the state's con-

Critics say such tactics endance the funds for purposes of political expediency. "The Willie Sutton complex is olive and well and living in every stote that hos a healthy pension fund." says Joe L. Wyait

Continued From Preveding Page referring to a risher known far saving that people rob banks be-Mr. Woutt is a lawyer for the Culifornia Public Employees Retirement System, which is suing Gov. Pete Wilson, n Republican, in a stute appeals court over a disputed \$1.8-billion pension-fund contribu tion and the Governor's attempt to control the actuary. The system includes employees of the California State University System.

"It's easier to take money that hus alrendy been collected," snys cut spending to clase a deficit.

Higher-education officials in Cnlifornia are not the only ones affected by the trend ar unhappy with it. Last year in Michigan. Gov. John Engler, 8 Republican vetoed a portion of the state's contribution to the Public School Re tirement Fund to save about \$12.6. million for the state. The seven oniversities and 29 community colleges whose employees are part of the system had to make up the

Lobbying Drive in Illinois

In Illinois, pension-fund advocotes say the state is ignoring its obligations under a 1989 law to fin ance the universities' retirement system adequately. Under the law, the state should have contributed about \$146-million to the fund in 1990-91. It gave only \$91-million.

The system's assets are currently about 53 per cent of its obligations. There is no nationally ne-cepted standard of soundness for the proportion of obligations that assets should represent, but most public-penaion funds now boast ratios closer to 85 per cent

Mr. Spice, the system's execu-



Dennis D. Spice of the State Universities Ratiromont System of Illinois: "This is not the Governor's private bank account."

tive director, is visiting campuses throughout Illinois to urge the fund's 85,000 participants to Inhly lawmikers and Governor Edgar to increase the state's contribution. Participants have also sued Governor Edgar over the state's failure to

An nide in the Governor says that Mr. Edgar takes seriously the

faculty and staff members and oth er state employees are organizing to appose a full by tioy. I owell P. Weicker, Jr., to chininale pensions from the scope of collective bar contribution. Connecticut is the only state where the state's courtbation to the pension total is cov-

ate "a staggering aufunded hability wing to \$5-billion in a feeecutive director of the Phiversity of Connecticut's chapter of the American Association of University Professors, Governor Weacker putes that claim.

Controversies also abound over state contributions to optional retirement plans. Under the optional plans, a government contributes to u pension fund, such as Valic or the Teochers Insurance and Annuity Association / College Retirement Equities Fund, which then invests the money. 'The employee's ultimate retirement benefit is nut guaranteed as it would be under the state-sponsored programs. But the or agreement und is considered a "defined contribution."

In Texas, to save money, the state cut its rate of contribution to ita Teachera' Retirement System to 7.31 per cent of an individual's salary in the 1991-93 biennial budget

Mario M. Cuomo, a Democrat. proposed reductions in the st contribution to the ontional of ment system, as well. The or which would bring the state's tribution to a range of 14 to like cent, depending on wheath

ubayer was bired would at mare than 15 tixt faculty me Youk and the City University Additisasi Information New York.

Airles to Mr. Cuomo callity of the state's averall effort to duce spending on pensions. Fa is inventions say the figures are bittary.

Payments Stopped in Janua

At the saure time, the six Lancay stopped making my i ments to the optional reli plans because t'omptroller Ede V Regan said a recent interp tion of a state law governing stons was in conflict with and law, and he did not know s core to fullow

The whole issue is now be the Legislature, with faculty t hers hoping the state will con countributions and established missaga to sort out a soluti

"In put it mildly, people Improme mad," says Jame Cleen, president of the faculty ate for the State University York System. "I don't think can solve the New York S hrulget problem on the back

Managers of optional retir plans say they are concerned not overly alarmed by the tree states' reducing contribu cuts have "not been subst enough in make the program! tractive," says John J. McC. mack, executive vice-preside pension and annuity service TIAA- REF.

Liltimately, says Mr. Hol. mack, the plans will have to be linanced or they won't serve purpose that states intend them. States can not affert skimp on their support of the p he says, if they want to "co to have a viable sitemative

WASHINGTON UPDATE

Black-college board criticizes handling of report by U.S.

House adopts bill with tax breaks that colleges have sought

■ AIDS research chief says Bush budget will slow projects

Ouestions raised about humanities-fund dissertation program

Several otembers of the Presiden's Board of Advisers on Historically Black Colleges and biversities charged last week that Education Department officials had improperly changed the board's recommendations in a draft of a report that

vill go to President Bush. At a meeting of the bourd, member Gloria Scott, president of Bennen College, questioned Carolynn Reid-Wallace, Assistant Secretary r pastsecondary education. about the relationship hetween the board and the departmental stuff that translates their discussions into reports to the President

Ms. Scott objected to the dele-

tion of a recommendation in a doft of a report. The recommendation she would raise questions that she nrged the federal government to provide funds for historically black colleges and universities to particident's school-reform effort

Several other board members astreed with Ms. Scott's concern. and at least one, Ruth Love, said she felt the draft of the report 'does not reflect what sur commit tee in fact recommended." Ms. Lave is a former superintendent of the Chicago Poblic Schools,

After a lengthy, spinctimes tense discussion, Ms. Reid-Wallace told the board that its reports to the

considered necessary, but that "it is up to you to accept that staff innut or override it."

Ms. Reid-Wallace said she had alggested the change to remove an inaccuracy in the report, since nose that grant funds are a part of the strategy.

after Ms. Reid-Wallace fired Rahert K. Goodwin as director of the Education Department office that works with the advisory commit tee. Several members of the committee have criticized the firing. President should "be a reflection. Mr. Gnodwin was recently named

executive vice-president of the Points of Light Foundation. -JACK GOODMAN

The House of Representatives has voted to adopt a tax bill containing several provisions that colleges have sought. The bill would:

· Extend a tux deduction for emplayees on educational benefits

Restore the tax benefits, lost under the tax-reform legislation of 1986, of making gifts of appreciated property, such as real estate.

a Provide n tax credit for interest paid on student loans.

Similar provisions were proosed by President Bush this year. The final outcome of the legislation is unclear because of disaurce ments between the President and Congress over other provisions in -SCOTT JASCHIK

Anthony S. Fauci, associate director for AIDS research at

Some neonle who know Mr.

the National Institutes of Health, told a House of Representatives panel last week that the low percentage increase for dent's proposed 1993 hudget would slow efforts to curb the

'Scientifically, we will not be nble to do everything we feel is justified," he told menmers of the Honse Subcommittee on Health. and the Environment. "We will have to try to keep programs alive with less money. I would expect that means that we will be slowing things down at a time when we need to be accelerating."

Dr. Funci revealed that the Administration had reduced the Nat's Atos-research budget request from \$1.2-billion to \$873-million, decreasing the amount allocated for new and competing research grants and cutting off "promising" initialives, including increased support for researcher-training programs and a study of the causes of Alos is women. Congress allocated \$841million for fiscal 1992.

Dr. Fauci also revealed that a reduction in fiscal 1992 of the number of centers conducting clinical trials of new drugs and thempies to fight AIDS had resulted from limited funds and not from a scientific judgment, as he had explained at the time that the cuts were made.

In 1991 the NIH supported 32 Adult Clinical Trial Units, costing about \$62-million. Responding to a Congressional mandate that more Pediatric Clinical Trial Units be set up, nur officials reduced the umount of money going to the adult units by 17 per cent, decreasing to 28 the number of adult units the NIII could support. Dr. Fauci stated that many productive centers

Rep. Heary A. Waxman, a Culifornia Democrat who is chairman of the subcommittee that held the hearing, said he would push for insearch. This hudget is not an argenda of research opportunities, Mr. Waxmon said. "It is a body count." -STEPMEN BURG

Peter Show, a member of the the National Endowment for the Humanities advisory council, recently raised objections to a provision in the endownrent's new Dissertation Fellowship Grant Program.

The grants will provide stipends of \$17,500 each to as mony as 50 doctoral candidates who will complete their dissertations by the end of 1994. Mr. Show questioned a requirement that limits each Ph.D.granting inatilution to two grants.

Mr. Shaw argued that the grants merit. He snid in an interview that if the grants were based on the quality of applicanta, more money would be given to the best graduate strengthen those departments.

We would be strengthening the strong departments and weakening the weak departments," he said.

Mariorie Belincourt, director of the endowment's Division of Fellowships and Seminars and the endownent, defended the provision. "It is in the interest of Congress that the awards have a wide distribution." slie said.

CUNY Students and Professors Sue Governor and Legislature Over 'Unequal' Financing of State's 2 University Systems

By GOLDIE BLUMENSTYK

Faculty members, staff mem-bers, and students of the City University of New York have sued Goy, Mario M. Cuomo and the Begislature, charging that the state's "unequal" financing of its two university systems is racially

The class-action suit, which opplies an opproach previously used only in the South in higher-education cases, was initiated by more thon 50 plaintiffs with ties to CUNY.

Far-Reaching Implications

Filed in a state court in Manhatlan, the suil contends that the state's financing practices violote New York's Civil Rights Law and its Education Law, as well os equal-protection guarantees in the

. The plaintiffs sald the suit could have far-reaching implications.

"The issues involved affect all states in which minority students primarily attend urbm commuting colleges that are funded at a level which is significantly lower than campuses in the rest of the state." said Sheldon Weinbaum, a professor of engineering at City College.

The suit notes that New York State has been responsible for financing the senior colleges of CUNV and the State University of New York since 1982. The auit ulleges that the state has "continued to fovor the predominantly white upatate SUNY schools over the predominantly non-white curry senior

colleges in the allocation of financial resources " Governor Cuomo, a Democrat, sald the atote would defend itself. Disparitles might exist, Mr. Cuomo noted, but "there's a difference between disparity and ille-

The suit contrasts the state's per-student financing at 11 CUNY senior colleges with the support provided for 18 "comparable" JNY campuses, and concludes that the state gives auny \$7,653 per full-lime equivalent student but

only \$6,927 to CUNY. According to the suit, 64 per cent of all CUNV students are members of minority groups, while the latest valiable figures for suny put its non-white student population at 13

per cent.
The disparity, the solt says, deprives Cun'y students of opportunities for academic counseling and the CUNY group

access to libraries, studios, and laboratories. The disparity has had a "deleterinus effect" on CUNY's sbility to support minority graduate students, the suit adds

In a written statement, D. Bruce Johnstone, the SUNY chuncellnr, sald that "there is no basis whatsoever" to the claims "and the data, properly analyzed, show nn such dispanity. I am disappointed that the Issue of underfunding hus led one group in New York City seemingly to disparage the needla of the Stato University and the vital role we play in the mission of social jus-

tice and equal opportunity." The state gives suny some money for operating some medical and echnical programs that are not offered by CUNY.

More Money Soughi

Backers of the suit said they did not want the stale to right the "injustice" by merely shifting spending priorities, but by finding more oney for CUNY by increasing higher education financing overall.

Money should not come away from suny," said Franklin Siegel a lawyer at the Center for Constitutional Rights, which is representing

that the state's dire financial straits leave it no choice but to cur its pen sion-find contributions. "There just is no money," says Eduard R Chorle, the aide. He aids: "thin funds are healthy enough. There is no danger."

In Ponnectical, meanwhile, nuions representing higher value arou gaining and to reduce the stare's

ered under collective bargaining The Governor's plan would coyears," says Edward C. Matth, ex-

'Defined Contribution' Plans

state's share is generally set by law

New Charges Are Raised Against Appointee to Accreditation Panel Mr. Hirschfeld said that the incieign Plair." The cartoon showed a black cannibal, with a bone in her hair, basting a white man in a pot, "poblic record," but that they did Hirselfeld said that his columns

Continued From Page A27 message is appeuling, even if Duke Some educators questioned the

appropriateness of keeping Mr. Hirschield on the panel in light of his remarks, but Education Department officials-white saving that they disagreed with the cul-ums-defended the upprintment.

Now the professor who sent the columns on Mr. Duke to the Education Department has provided it with additional information. A. Beldes Fields, a professor of political science, says the muterial dem matrates Mr. Hirschfeld's rmsuitability for the post.

The Information includes the ful-

8 in 1973, while serving in the ois General Assembly, Mr. Hirschfeld dressed up ns a student and toured University of Illinois doxmitories and then publicly de-nounced them as "glorified hrothes" because he saw hirth-control pills in students' rooms and no barriers between men's and women's parters. Critics of Mr. Hirschfeld acknowledge that the incident took place a long time ago, but say it is relevant because the Education Department has cited Mr. Hirsch-

leld's legislative work dealing with ligher education os a qualification for him to bold his current position. s le a series of columns in his spaper, Mr. Hirschfeld crititized Mos-education groups. In 1987 he wrote: "AIDS is a naval roblem and not a medical onc-a toncept homosexual groups are by willing to accept." He also ete: "I believe that Artis was originally transmitted by humosextals, and even those cases that are now stichuted to blood transfu-

miravenous drug use ultimately should be laid to rest at the donr-Att of homosexuals." 8 la 1990 Mr. Hirschfeld wrote a iann criticizing local black leades for objecting to a park district's se of a certain cartoon to illustrate course on "Cooking With a For-

ions, heterosexual cuotacts, and

by the column, Mr. Hirschfeld says the black leaders objecting to the annie of black militancy running annick.

In a recent letter to Secretary Alexauder, Mr. Fields outlined those incidents and criticized the uppointment. "Either you did not do your homework in booking into this appointee before you actually made the appointment, or your beliefs are different from what I had thought and hoped they were, Mr. Fights wrote, "In either case we in higher education, and the

country at large, deserve better." Dillers of the university auree. Panla A. Treichler, a professor of medical humanities, said Mr. Hirschfeld's appointment "otakes my blood ran cold." She udded: "Had he would be appointed to any panel having to do with higher education is shocking."

"Impeccoble' Standard Patricia A. McGnire, the president of Trinity Cullege (D.C.), said she respected Mr. Hirschfeld's "right to his own opinions," hot added that she had questions about his appointment. "It is absolutely

important, when we are dealing with issues of tremendous nation importance, that we have individuals un the panel whose eredentials and integrity are impeccable," Ms. McGnire said. Ms. McCinire is on the Commission on Higher Education of the Middle States Association of Culleges and Schools, a group that has heen criticized by panel members-including Mr. Hirschfeld-

und retaining minority students and faculty members. "The france thing is that while Middle States has been accused of politicizing accreditation, it is the Bush Administration that has done so by putting this kind of individual on the committee," Ms. McGuire

for having had a policy of evaluat-

ing colleges' records on recruiting

ant indicate that he is insensitive. 'My black elicatele at the law nffice, which is a large clientele, and my Jewish clientele at the law office, which is a large clientele, and my black and Jewish friends, would ridicule that comment," Mr.

Hirschield said. He ailded: "I write n conservative colinan. I try to pick controversial subjects. I try tu get people to think. If they dun't want to

may not fairly represent the way he tents people. Dannel McCollum. the Mayor of Champaign, said: "I think that in actual life he's much more personable than the columns would suggest." Mayor McCollnes added: "In these days of 'political correctness," if you say 'ouch," you don't

know if you'll be offending somenue. I find it somewhat refreshing to find someone who doesn't tipnytoe pround every issue of current significance.



A. Beldan Fields, who objects to Mr. Hirschfeld's appointme "Wa in higher aducation, and the country at large, deserve better."

Many college officials and student leaders said they were disappointed with the decision to delete from the reauthorization bill the vision that would have made the Pell Grant an "entitlement" Such a designation would have ended the annual uncertainty about the size of grants by requiring lewmnkers to provide full financing for

The students and officials said Sen. Claiborne Pell, Democrat of Rhode Island, and other supporters of the bill should have forced a

vute on the entitlement issue. Such a vote would have exposed to the public those Senators who pledge ened to delay consideration of the their support for student aid, but entire bill and because he wanted vote against financing the programs, the entires said.

Opponenta Threatened a Delay "Students are disappointed that the averwhelming support the hill the Senate has not taken a stance received, which ultimately would on the Pell Grant entitlement," snid Tujel Shah, president of the United States Student Association and u student at Rutgers University. "It is unfortunate that with the changing needs of our nation's work force, the Senate failed to commit itself to expanding educa- can Senator, and several Demu-

providing grants to all eligible stu-Reauthorization of Education Act Approved by Senate dents had to be weighted ugainst the cost to the government, "The sad fact is that we are forced to make choices in how to best use the funds that we do have," he said. Callege officials and other ob-

North Carolina, that they size, violed some relief from 1852, would have required status as yet, could establish a Nutional civil's complained that as certainty was more as the relief to the time of servers had expected the Senate to fight over proposals to create n direct-loan plan. But Senators side stepped the issue at the subcommittee and committee levels in the toher, and did so again on the floor. Supporters of the direct-loon plans agreed with the hill's sponsors to work out a compromise plan that they hope to offer us next of tax bill that was expected to be

developed in the Senate Finance Committee this week. Callege officials were pleased with an amendment offered by Aides to Senator Pell said he had lican of Utnh, seid the uppeal of Sen. Terry Sanford, Democrat of

In the second of actul-stan program, he sid.

The Sanford omendment, sid.

Sakaring amendment suys colrescentibles language in the the

reactulerstands bill, would imag

gooders or student organizastates to focus their attends sie-other than athletic teams—

institutions with high students from baring other students.

defould rates, but have a habital.

bours for private colleges and N

cullion for public colleges.

would provide \$500-million in it

of \$350 million for private colle

Nisata Sudarkasa, president

nia, praised the amendment

coln would be interested in talk

out such hours when the econd

improves and the university cat

ford them. "We ought to be able

to do some of the renovation

has been deferred for some time

Concern About College Cost

Another important amendate

would repeal provisions of

year's unemployment law that the

quired students older than 211

have eredit checks to rece

loans. Those with poor credit

turies were required under the h

to have co-signers to receive to

ciuls complained that the pr

sions, which have not been put !

effect yet, would make called

accessible to many acedy adul.

Some of the amendmen

tached to the reauthorization

illustrated Congress's coalin

concern about the cost of coles

and about incidents of sexual in-

An amendment from Sea. Find

Student leaders and college

this campus," she edded.

The House reauthori

misspending aid, or that relybead Betalled Definition of Hazing ly on federal aid.

The measure gives a detailed Senator Pell said the Safe Malation of hazing that includes amendment had improved the safe that passes a threat of hadily by properly defining each states has not that would enuse a student "watchdog" for the federal play be naked, deprived of sleep. ermment. "We want the states dandoned, or subjected to a boxhelp the Secretary identify a in match or excessive calisthentrandulent or misleading prace

approved by accrediting group Mr. Lautenberg cited the Con-

We do not want the states in fement was dorned by hudgetary is a super-approval agency. Too defendings, Senators did not Black-college officials again female to authorize millions of ed an amendment that until folias for new programs that

thouse the federal government would address regional or personal guarantee up to \$250-milion; concerns. If they survive a conferbons to improve facilities on the ence with the House, the provicompuses. The lours would some must compete with exismade by a private, for-profitory programs for oppropriations. The pation, selected by the Editor provisions would create: Secretary. The measure will a A \$15-million program for

guarantee up to \$175-miles guarantee up to \$175nembers how to educate students with disabilities; by Scn. Robert J. Bele, Republican of Kansus.

a \$6-million a year fur full scholeral guarantees, it would sellink whips for Olympic athletes atkiding Northern Michigan Uni-trity and ather colleges: by &as. Donald W. Riegle, Jr. and raid \$150-million for public insite Cal Levin, Democrats of Michi-Lincoln University in Pennsylo Lan

A \$2-million program for very worthwhile." She said is Paris to colleges to finance educaonal programs with Mexicu: by In Jeff Bingaman, Democrot uf New Mexico, and Sen. Pete V. Dotenici, Republicen of New Mexiuse the government-backed kee

asure for 2-Year Collegea Sen, Mark O. Hatfield, Republi-

on of Oregon, offered an amendunt to esteblish e Helson for twnter colleges in the Education Department. Mr. Hatfield said the hison would be appointed by the ation Secretary and serve as principal adviser to the Secretery matters effecting community

mi junior colleges." A controversial campus-speech sadment that was expected tu offered during the debate was held after its sponsor wes mised a heering on the eubject. Sta. Larry R. Craig, en Idaho Re-polican, had planned to propose satcolleges be blocked from disciling students who engage in ofwe speech that is constitution protected, Mr. Craig said the ces Committee had agreed to

a hearing on the subject this

Reauthorization of the Higher Education Act

Present taw: Size of Stafford Student Loan is | House: Stefford loans would be totally phased

Status of House bill: Approved by committee Statue of Senate bill: Approved by Senate

Present Lew: Naadlest students ere limited to | House: Naedlagt students would racely the maximum grant or 60 par cent of their s2,750 for living expenses plus one-querter of expenses, whichever is lass. Part-time stution up to \$1,750 in 1994-95. Meximum dants ere eligible for grants, but have bee daniad funds in eppropriationa lagislation Meximum eutherized grant is \$3,100, 199: 92 maximum award is \$2,400. Total racini

determined by student's nead. Maximum loan

Is \$2,625 e year for freshmen and sapha-

\$7.500 for graduata atudents. Leane ara

made through banks and subeldized by gov-comment. Interest rate is 8 per cent and in-

Is in college. Supplemental Loane for Stu-

dents are avellable to graduate students and

financially independent undergraduates at an

Interest reto of up to 12 per cent, Government

reases to 10 per cant in fifth year of repay-

QUARANTEED STUDENT LOANS

grant would increese annuelly with infletion Pell Grant recipients in top tenth of highschool classes or top fifth of collage classe would receive \$500 Congressionel Achieve ment Schalarships. Part-time studenta would ba aligibia. Program would be an "entitlement," so full financing would be mendetary. Total recipients in first year: 5 million.

aut by 1996-97 in favor of Oirset Loans. Staf-

Loan limits would be \$6,500 a year for frash

men end sophamaree, \$8,000 far other un dergraduatee, end \$13,000 for graduate st ne \$8 000 far other un

denta, intarast rate would be 8 par cent. Atl

students would qualify for Olrect Loens, bu

government would nov in-college interact only

for families earning lace than \$80,000. Gav-ernment would make leans through colleges

ord loen limits would remain constant. Oirset

Senate: Needlest etudanta would receiva \$2,300 for living expenses plus one-quarter of tuition up to \$1,300 in 1993-94. Maximum grant would glow each year to reach \$4,800 in 1999-2000. Total recipiants in first yeer: 4.2

nte: Size of Stafford Loan would be dater

\$3,000 e year for frashmen, \$3,500 for soph-

ornores, \$5,500 for other undergreduates, end \$9,000 for graduete etudents, interest

ate would be 3.1 per cent above the 91-dey

Treasury bill rate up to a meximum of 9 par

in fifth yeer of repayment. Government would pey interest while student le in college. Sup-

would be made available to all atudents, re-

gardless of incama, at en interest rete of up to

cent, and thoreasa to es much ee 11 per cen

plamental Loans for Undergreduate St

mined by student's need . Loar

11 per cent

Four Senators Introduce a Bill to Test Direct Federal Loans at 300 Colleges

WASHINGTON Scnators who support direct fedcral luans for students introduced u bill lust week to test the idea at up to 300 colleges and trade schools beginning in the 1994-95 academic

The decision by Senntors Bill Bradley, Duve Durenberger, and Paul Simon to develop a pilot project come after they opted to pass up a divisive floor fight over the issue during definte on the reauthorization of the Higher Education Act. The lawmakers said they would attach their plan to tax legisletion that was expected to be de-veloped in the Senate Finance Committee this week.

Their strategy is to link the direci-loan proposal with several tax measures to construct n package that would be promated us beneficiel for middle-income families. Direct lonns, unlike need-based Stafford Student Loans, would be available to middle- and upper-income studente.

"I believe the people of this country need another good way to help pey for education," Senetor Bradley, a New Jersey Democrat told the Senete Labor and Humen Resources Committee et a heering last week.

Confucion in Congrece

The plen offered by the three Senators and Sen. Edward M. Kennedy, a Mossechusetts Democmt and ehalrmen of the committee, drew mixed renetions from Senators and college officiale et the heering. Some praised the idea of testing direct loons to demonstrate their benefits, while others sell the loens would provide minimal benefit and would leed to confusion among studente

The plan elready has eeused confusion in Congrese. The Senetors' strategy makes it possible that the Senate could approve e pilot program as part of a tax bill before the House of Representatives has you. ed on its higher-education bill. which contains a large direct-loan program that would replece Staf-ford loans.

Members of the House coproved e tax bill lest week that did not contaln a direct-loan plan, so they would have to accept such a plan in a conference with the Senate if the proposel la to advance to the White House. House eides said last week

that they thought Representatives would prefer to deal with the topic when they debate the higher-education bill.

The proposed pilot project is an amalgam of a proposal offered by Mr. Bradley and one made juintly by Mr. Durenberger, a Minnesota Republican, and Mr. Simon, an Illinois Democret. It would be called "Self-Relinnee Loans."

\$900-Million by 1997-98

The bill would direct the Education Secretary to select up to 300 participents, representing ull types of postsecondery institutions, to receive a total of \$450-million in federal funds to lend during the 1994-95 ucademic year. The amount would grow to \$900-million

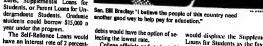
The bill says that the program could be nyaileble to ell institutions that year if Congress approved sufficient funds

Participating institutions could ellow undergreduates to borrow es much as \$5,000 e year in Self-Relience Loans, which they could use to replace or supplement Stefford loans, Supplemental Loans for atudents could borrow \$15,000 a year under the progrem.

The Self-Relience Loans would have an interest rete of 2 percentage points above the rete for oneyeor Treasury bills. Thet would mean an interest rate of about 6 per cent under current conditions. which is 2 points below the rate for Stefford loane end 3.3 points below

the rate for supplemental loans. The plan elso includes en income-contingent repayment system that supporters said would decreese defaults and encourage atudents to pursue teaching and other low-paying careers, since low-income borrowers would pay small portions of their salaries for as long es 25 years. The Slafford and supplementel-loen progrems heve fixed 10-year repayment schedules that do not take e borrower's in-

come level into account. Under the repayment system, recipients of the loens would repay them to the Internal Revenue Service by having their employers deduet 3, 5, or 7 per cent from their gross pay. The percentage would be determined by the amount bor-rowed. Those with the smallest



a lake

analysts predicted that the prowho ere not eligible for Stafford choose between the in-college interest peyments that the government makee on e Stafford loan and the lower interest rate and incomesensitive repayment system for Self-Relience Loans.

ta avuid an aerimonious debate

that could have led to a defeat or

anly a narrow victory. 'fhe nides

said Mr. Pell's actions had insured

be important for attracting in-

ereases for college prugrams from

Congress's appropriations com-

Opponents of the entitlement

provision included the Bush Ad-

ministration, nearly every Republi-

crats. Sen. Orrin G. Hatch, Repub-

Finding What Students Want

Berry Bluestone, e professor of political economy at the University of Massachusetta et Boston who has helped develop a model for income-contingent loans, told the committee that the proposal would give Congress insight into what students went from a loan program, "We'll be able to see who elects which program and why,"

Phyllia K. Hooyman, director of financial eid at Hope College, pre-dicted that: Self-Reliance Loans

would displace the Supplemental Luuns für Students as the favorite College officials and student-aid second ionn for needy students.

But Sen. Claiborne Pell, Demogram would be attrective to middie and upper-income students of the Schale education subcommittee, said linving Self-Reliance loans. They were less certein about Loens function as a second loan for needy students, who would heve to many students would not give horruwers relief from large payments after graduation. They still would be meking payments to banks in addition to having money deducted from their paychecks, he said.

Several Scnatnrs said they objected to meking the proposed pro-gram an "entitlement." Such a designation means that Congress would be required to pravide the funds specified in the bill.

Senetor Pell seid such status would be inappropriate, since the Senste was unwilling to make Pell Granta an entitlement. "To do something for well-uff families at the expense of needy and deserving femilies would be, to my mind, e mistake," he sald, "It is even worse if we do so by favoring loans over granta,"

saults and hazing on college ca THOMAS J. DILOUGHRY

done not pay in-college interest CAMPUS-BASED PROGRAMS

Present lew: Fedorel government paye 85 par cont of Supplemental Educational Opportunity Grante, 70 per cant of College Work-Study. and 90 per cent of Parkins Student Leans. Calleges contribute remainder of the funds. Maximum aupplementel grant ts \$4,000. Perkins ionns are administered by collages and carry an interest rate of 5 per cent. Students may borrow a total of \$4,500 by end of their end ond yeer, \$9,000 over four yeare and n total of \$18,000 for undergraduate end greduate edu-

House: Faderal government's shere for Sup-plemental Educational Opportunity Grants and Parkina Student Loans would decline to 75 per cant. Perkins limits would be \$6,000 by the end of a student's sacond year, \$15,000 by the end of the fourth year, and \$25,000 by the complation of graduate dagrea. Institutiona with default rates below 7.5 per cent on Perkins joena could dacrease faderel chare to 50 par cant and increase loan limits to \$8,000; \$16,000; and \$32,000. Perkine loans would be eliminated in 1996-97 end colleges could transfar loen funde to aupplementel grente.

and trade schools.

Senste: Federel government's share for Sup-plements! Educetion Opportunity Grants, Calege Work-Study, end Parkins laens would ba 75 per cent. First-yeer greduate students would be eligible for supplemental grants. Education Secretary could give 10-per-cent be-nue in work-study and Supplemental Educetion Opportunity Gients to Inatitutions tha graduate more than helf of their Pell Grant recipients. Perkina-loan limits would be \$15,000 by completion of undergreduc gree end \$40,000 by completion of gradueta

Precent lews foderal government contracts with five companion to publish, distribute, and prucess aid applications. Two of the contractors chorgo n fee to atudenta. Every etudant muet complote an epplication anch yeer. Sim-piliful form to aveilable for femiliae eerning lesa than \$15,000 a yeer. Fedorel eld-eligibil tty formules include oquity in homo, farm, or businoss ae assets ageinet which families e expected to borrow to pay for college ex-nances. Student is required to contribute 70 per cent of Income for collage costs.

House: Fodarel government would provide single free epplication. Students would re-epply each year by updeting information from the revious yeer. Single eld-eligibility formule yould axclude from celculatione the equity a femily owne in ita home, farm, or bus Student would be required to contribute helf of efter-tax incoma for college coete.

Senete: Current epplication system would be meintained. Simplified form would be made availeble to families eerning up to \$50,000 e per Education Secretary would be instructed to develop aimplified re-epplication process.
Single eld-eligibility formula would exclude home end ferm equity for femilies earning less then \$50,000. Student would be allowed to keep \$3,500 of Income end be required to contribute half of remaining emount in first yeer and three-querters in other yeers for col-

CRADUATE FELLOWSHIPS

Present law: Education Cepertment mainteins lowenips for minority atudents end for students studying teaching, humenities, scienca, or public service. In most cessa, meximum ennuel stipend for a etudent le

House: Education Capartment would maintain House: Education usperfument would meintain current programs and edd "Faculty Oewelop-ment Fallowships" for minority graduate stu-dente who are interested in becoming profes-sors. Perticipents would have to teach two years for every yeer of assistance received.

te: Education Copertment would meintain current progrema end edd the Dennie way Fellowship Progrem" for minority greduete etudente who ere interested in becoming professors. Participente would have to teech wo yeers for each yeer of eesistance.

EARLY INTERVENTION

Present law: Efforts to educeta needy high-school etudenta about higher education ere included ee pert of the Trio programs. Studente receive no extra eld for participating i

House: Trio programs would be metalined. Liberty Scholership end Pertnership Programs would provide statee with metching funds to finence cerly intervention programs end to give scholerships to participants. Pre-eldentiel Honors Awards would Increese Pell Grants by 25 per cent for these who perticipate in eerly-25 per cent for these who perticipate in early-intervention programs for three yeers end have grade-point everege of at least 2.5 for final two yeers in high school. Funda would be provided for publicizing atudent-eid programs.

Senate: Trio progrems would be meintained.
The State Student incentive Grent program would be emended to provide etatee with metching funds to finence eerly-interventtor programs end to give echolerships to particl pants. Pell Grent raciplents who participete in en eerly-intervention program end demo scholerships for four years that are worth \$1,000 e yeer. Funde would be provided for tielzing etudent-atd programs.

5

eent lewi Provides tunds to hatp "developing inetitutions" improve ecademic programs and support services and build their endowmenta. The program includes "eet-saides" for historicatly black and two-yeer colleges. Providee aid to five historically black greHouset The "act-aside" for two-year cottegee would be allminated. Colleges would be elwed to use funde for creating or improving levelopment officee or teecher-educetion rograma, or creating early-interv s. Five more historically bleck grad choole would be mede eligible.

ite: The "sat-eelde" for two-yeer collegea would be eliminated. Institutione would lowed to use funde for telecommunications services and to establish or improve e devel-opment office or teacher-education program. x more historicelly bleek greduata schools Six more historicelly bleek greduate schools would be made eligible for essistance. A program would be set up to provide essistance to colleges where Hiepenics eccount for et least one-querter of undergreductes.

a A

each institution of higher of

tion shall apply its ownstan of need which was adopte

By SCOTT JASCHIK

The Senate has amended the

Higher Education Act to allow

lvy League universities to re-

turn to their policy of pledging.

as a group, to lose student aid

The amendment does not af-

feet a consent decree that pro-

hibits the institutions from get-

ting together to decide how

In May the eight byy institu-

tions signed a consent decree

with the Instice Department in

which they agreed to stup con-

sultations on the aid to be

awarded to students admitted to

more than one institution. The

universities also said they

would end their agreement to

offer aid based only on need.

The colleges were permitted to

keep their aid policies, as indi-

The consent decree came our

of an investigation into allega-

the lyv Learne institutions and

decree with the Lev institutions.

tute of Technology, moother

Overlage member, for antitrust

violations. The department has

yet to take any located action

against the other 14 members of

The Senate umendment says

" with other institutions to

that colleges may "voluntarily

award aid "only on the basis of

demnistrated financial need for

vidual institutions.

compare aid awards.

the Overlan Group.

MIT Will Fight

solely on financial need.

much aid to award.

Physicists' Influence on Science Policy Seen Waning With End of Cold War

Continued From Poge Al tivity. Physics, Mr. Bloembergen adds, had und still has an important role in making the dreams of biotechnology come true.

Others say physics gained its enrly prominence partly because it matured more quickly than other sciences. Now the biological sciences, helped by significant contributions from physicists themselves, are making the kind of fundamental discoveries with a range nf impurtant applications that was true of physics earlier.

What is different, some say, is the remarkable speed with which biological disenveries are being transformed into new products and new ways of making old products.

Even some physicists ngree lurgely with the contention that physicists will be less dominant in American science policy than they have been, und that spending or the biological sciences-by government and business-will grow at a faster rate in the future than spending on the physical sciences.

What is inevitable," says Mr. Bloembergen, "is that the total expenditures on physics will be cut

Philip W. Anderson, professor of physics at Princeton University, adda that the government focused too much on particle physics in the past, because of its perceived con-

physicists historically claimed a

The end of the cold war, he adds, is "the end of the age of the highenergy physicists and the particle cists." But the majority of physicists, he points out, are in other fields, such as materials research.

Scientists say there is no evidence yet of a significant decline in the influence of physicists in science and technology policy Both the director of the National Science Foundation and the President's chief adviser for science and technology policy, for example, are physicists.

More Top Posts

Some scientists say that biological scientists are likely to claim an increasing number of the top scientific posts in government. Rita R. Colwell, president of the Maryland Biotechnology Institute at the University of Maryland, says many of the most talented researchers went into physics in the 1930's and 1940's-a circumstance that explains the influence that physicists

WASHINGTON ALMANAC

in Federal Agencies

Education regulations. The Oopartment of Bducation has requested public comment on any departmental reculations thought to impede economic growth, to be outded to impose unucestanty costs or burder to impose unucestanty costs or burder to impose unucestanty costs or burder to impose unucestanty. Pages 6,205-61, 23 (Federal Restater, Pages 6,205-61).

sum grante. The Institute of Museum

New Bills in Congress

Copies of bills may be obtained from Representatives (Washington 20515) a Senators (Washington 20510). HOUSE OF REPRESENTATIVES

MOUSE OF REPRESENTATIVES

Appropristions. INAI) 5 would reached
money that was approprised for Copmoney that was approprised for Copmoney to great the copmoney to great the copmoney to great great the copmoney to great great great great
price pawel (In.II) and 20 chieves provide 30,000 wiss for nuclear-weaponvide 30,000 wiss for nuclear-weaponvide 30,000 wiss for nuclear-weaponvide 30,000 wiss for nuclear-weaponvide and the copmoney for the copmoney for nuclearvide and the copmoney for nuclearmoney for nuclearmo

Student loans, 118 4277 would undo a re quirement instituted last year that stu quirement instituted had year that atu-denta older than 21 undergo credit checks before receiving federal toans. By Repre-sentative Ford (D-Mich.).

seasaive Ford (D-Mich.). Part, allow ciffers below certain lacone levels to ciffers below certain lacone levels to ciffers below certain lacone levels to rideat Retirement Accounts to pay for higher-education costs. By Representations to the part of the Brown ID-Cat. In the Company of the Company when the money is used to pay for higher education. By Representative Accounts ID-Michael ID-

SENATS

Private higher education, a 2242 would es-labilishe imporary Mailonal Commission of Independent Higher Education to study consequences of rising costs and other issues rolated to private collages and uniformities. By Senator Mitchell (Dent loans, s 2255 would amend the

ncetion to the military. Particle large share of government advisory posts, Mr. Anderson adds. Ironically, particle physics actually has contributed little to weapons research since the 1960's, he mnin-

have wielded in academe, indus-

Higher Education Act to cutabilith a direct federal long system that would not only for the control of the cont

Congressional Hearings

Since changes frequently occur with the tle advance notice, h is advisable to check with committees on or near the heoring dates. HOUSE OF REPRESENTATIVES

Computer networks. After 12. Heartan to the National Seience Foundation as the National Seience Foundation as agents of the National Research Seience Seience

BENNIE

Belanna hudgatz, March 19, Heetha on proposed budgatz for the Superior Science Foundation and the Officer of Science Foundation and the Officer of Science Agency of S Cousins, a professor of nutrition and biochemistry at the University of Florida. "It's not good to have any one field dominate science, and I think most physicista would agree with that." in terms of the importance of

courters: Treamotory, and Spacet; (20) 7243940. Support and Spacet; (20) 7243940. Support and Spacet; (20) 7243940. Support and Spacet, (20) 7243940. Support and Spacet, (20) 7243940. Support answers, March 19, Hersting August 1990; in the current tidological revolutions. Support answers, March 19, Hersting August 1990; in the wealth of new productions of the support answers March 19, Hersting August 1990; in the wealth of new productions of the support and su

try, and government in recent dec-

In the 1970's and 1980's, Ms. Colwell adds, many of "the best and brightest" chose the biologica sciences instead, inspired by the scientific revolution of moleculus biology. As they grow ulder, she says, they will naturally take their places at the head of the table when scientific counsel is squalit.

4 Natural Evolution

It would be "very logical and appropriate, and a natural evolution that the next chief udviser to the President for science and technology be a life scientist, she udds. (A recent runtor in Washington has it that the President's current ndviser, D. Allun Bromicy, who is a physicist, will resign soon and that Bernadine P. Healy, director of the National Institutes of Health, will replace him. At a recent press conence, Mr. Bromley said reports of his imminent departure were remarkably premature "1

Others add that experts in muterinis science, compilter science, and engineering arc all likely to be come more important as the federal government shifts its emphusis from weapons development to new technologies that have lucrative

commercial potential Both Mr. Bromley and Walter E. Massey, the director of the National Science Foundation, have indicated that they believe that developments in biological research, notably in biotechnology, now

warrant special attention. Mr. Massey created a separate office for the biological sciences last fall. At a press bricking, he said it was "certainly possible" his agency would give larger increases in the future to those sciences than to the physical sciences. Last month Mr. Bromley pointed to the dramatic advances being made in the blological sciences as the renson for a new Presidential initiative

to promote biotechnology across lederni research agencies. Sharing Influence

physics as a science, Mr. Bromley

leclares: "The age of the physi-

Scientists-physicists and nunphysicists alike—say that physics s not disappearing by any menns. At the NSF, the office for the mathematical and physical sciences has the largest budget by far. The biotechnology effort involves a mod-

such assistance, provided that panies. REQUESTS FOR PROPOSALS

est increase in spending, across all agencies, of about 7 per cent. Robert J. Cousins, president of RFP 2447 the Pederation of American Sucie-REQUEST FOR PROPOSALS lles for Experimental Biology, says Retirement and Tax-Deferred Variable he sees physics sharing its influ-**Annuity Certificates** ence with other disciplines "That's healthy," adds Mr.

The Rhode Island Department of Administration/Office of Purchases, The Knode Island Department of Administration/Office or reuses of the Rhode Island Board of Governors for Higher Education is solicited proposals from qualified firms to other investment vehicles and administra-services to employees of the board, under its defined contribution refined rise.

This is a request for proposals, not a request for bid; response on the basis of the relative merits of the proposal, in addition to price the be no public opening or reading of responses received by the office of pure

Offerors must request.

Offerors must provide documentation describing their qualification to provide services required, including staff vitae, and a listing of similar control clients undertaken within the previous twenty-four (24) months.

interested firms or individuals may submit proposals to proble the series covered by this request on the before April 3, 1992 at 4:00 p.m. Proposals and after this time and date will not be considered. Proposals lan original plus 20 copies should be mailed or hand delivered i sealed envelope marked:

"RPP: Retirement and Tax-Deferred Variable Annuity Certificates", and the request number to: Department of Administration, Office of Furchaes, Capitol Hill, Providence, RI 92908, Attention: Mr. John R. Ysung, Administration Surface, Surface, Capitol Hill, Providence, RI 92908, Attention: Mr. John R. Ysung, Administration Surface, Capitol Hill, Providence, RI 92908, Attention: Mr. John R. Ysung, Administration Surface, Capitol Hill, Providence, RI 92908, Attention: Mr. John R. Ysung, Administration Surface, Capitol Hill, Providence, RI 92908, Attention: Mr. John R. Ysung, Administration Surface, Capitol Hill, Providence, RI 92908, Attention: Mr. John R. Ysung, Administration Surface, Capitol Hill, Providence, RI 92908, Attention: Mr. John R. Ysung, Administration Surface, Capitol Hill, Providence, RI 92908, Attention: Mr. John R. Ysung, Administration Surface, Capitol Hill, Providence, RI 92908, Attention: Mr. John R. Ysung, Administration Surface, Capitol Hill, Providence, RI 92908, Attention: Mr. John R. Ysung, Administration Surface, Capitol Hill, Providence, RI 92908, Attention: Mr. John R. Ysung, Administration Surface, Capitol Hill, Providence, RI 92908, Attention: Mr. John R. Ysung, Administration Surface, Capitol Hill, Providence, RI 92908, Attention Surface, Capitol Hill, Providence, Capitol Hill, Providence, RI 92908, Attention Surface, Capitol Hill, Providence, Capito

A copy of this request may be obtained by calling in perion (only) at the older purchases during normal business hours, citing the RFP number during the R

Senate Bill Would Permit by League to Agree to Offer Only Need-Based is

laterally and not in conc any other institution. given more time to prepare ats challenge to a \$98-million The cunsent decree is lest year said that it works apply to any conduct that (r.

gress decided subsequenty lvy League officials said! week that they had asked see bers of the House of Represe atives to support a similar p sion. While the officials a they did not expect as any ment to be added to the Ho hill, they are confident that compromise version of the islation will include the Se

Back to Need-Rased Ald Robert K. Durkee, vices ident for public affairs at P tun University, said the Se the importance of need-

tions of antitrust violations by After the consent decr other members of the Overlap signed, same studentaid Group, which consists of 23 perts predicted that some prestigious private colleges League universities u that, until the consent decree move away from offering wies signed, met annually to need-based aid, eaco many other institutions to At the same time the Justice low suit. Mr. Durkee said Department signed the consent the provision became low Ivy League institutions # it sned the Massuchusetts Instipumbaldy issue a joint stat paranising to keep need-

> The amendment says the institutions of higher educ can consult withcoms develop and process stude applications. The consent cree gave the lvy Legue tutions the right to work at the College Scholarship Sa ice, and Mr. Durkee said ! of working with other side

Smolord University has been

bequest to the Christian Science Stanford stands to gain at least

510-million as a result of a dispute our a book about the founder of the charch. The author's widow and ber sister left their combined estates to the church provided ensin conditions are met. One endowment of \$2tt-million will go to the chorch if the book is ablished as its authorized iterature and displayed in Christian renditions ere not met by 1993, the

noney is to be divided between Sunford and the Los Anueles The trustees of the women's uney to the church. It at a Superior

estates filed a petition in December seeking permission to pay the Court ludge last week granted to for a delay. Another heurone has

After several months of controversy, Hartwick Cullege his decided to change its

urged the college to revise the sent. saying it was both historically American Indians | The Chroma le mury 8t. It depicts the founder of Butwick Seminary resting one had on the shoulder of an Indian hile handing him a hook

The college's bound of trustees led month decided to revert to the enginal seal of the veninary, which ed in 1948. The seminary seal tos to Indian figures and depicts the ower from biblical parables, which his both Old and New Testament ross. The college is still considering whether to replace its sports ascol, an Indian warrior

Colleges that want mpanies can now get help on the Investor Responsibility lesearch Center.

In response to investor interest in thical and health issues surrounding acco production, the center has prepared a set of prufiles of 26 publicly owned tobacca companies

The center's Tobacca Company mile Set provides data about the inles and the nature of their Notvement in the tubacca industry. including Information about venues. The profiles may help anal investors develop icies about tobaccu investments. which have been controversial at

The center is a non-prulit on that conducts research in huses affecting institutional institution formation, contact the Investor espossibility Research Center, Sate 600, 1755 Massachusetts Menne, Washington 20036.

Business & Philanthropy

As Economy Hits Annual Funds, Colleges Step Up Efforts and Change Their Appeals

Small gifts down, big gifts steady, many report Hy IULIE L. NICKLIN

Russell P. Geiger looked forward to his meeting with a business executive who was considering a major gift to Ohio Weslevin University's annual fund. But when Mr. Geiger, the university's director of development, called the man's company to confirm the appointment, he learned that the individual had been hid off from his

As the recession continues to take its toll, such stories are increasingly common. At colleges and universities across the country, annual funds are experiencing rocky times. The \$25 and \$100 checks sent in each year by alimni, parents, and friends have provided on important source of unrestricted money for colleges. Unlike gifts to an endowment, money given to an annual fund is channeled directly into the current budget and spent on various college needs.

Gnals May Nut Be Met

Hut some fund misers say they cannut count on the Increuses in their unnual funds this year that they have experienced in the past. Many colleges have inticed significant drops in small gifts-the \$50. \$100, or \$500 donations that are paid directly out of a donor's income. In that tongr, donors are not giving as much-if they're giving at all-hecause they fear for their jobs and want to hold on to their money, officials say. The slowdown can have a ripple effect if a gift was to have been matched by a donor's employer.

As a result, many fund raisers are stepning up their efforts and changing their nppeals. Some worry whether they will meet the goals they have set for this fiscal year. If not, colleges will have to find the money somewhere else—or do without,

"If it's in the hudget to ruise \$1-million next year in halance the hudget, and you drup \$2(NLINN), that burts," suys David M. Thompson, a partner in Thompson und Pendel Associates, a cunsulting firm in Arlington, Va. "You have to tighten the belt a proportinuate amount to what's been

Fund raisers continu that their observations about giving this year are not conclusive because, in many cases, they haven't olicited the same domors or held the same fund-raising events as at this point last year. Yet, they are concerned about several emerging patterns. Among the worrisome signs:

Princeton University fell \$800,000 short of its \$19.5-million goal in 1991 and blames the recession. This year, Princeton is ahead of what it had brought in at this time last year. But officials say the next few months are the "real test" of whether Princeton can meet its \$20-million goal.

a Rollins College reports that giving by parents has fallen 20 per cent this year.



Officials ntiribute the drop to the large proportinn of parents who live in the Northeast, an urea hit hard by the recession.

Brown University officials, having failed to meet unnual-fund goals in each of the past two years, are discouraged again. Donations to the fund in fiscal 1992 have harely increased over the total raised by this time in fiscal 1991.

· Fund raisers at Ohio Wesleyan University are concerned about an apparent slowdown in this year's nanual giving. At the end of December. Ohio Wesleyan had raised 6 per cent more than it had by that time in fiscal 1991. But by the end of January, the nanual fund was only 2 per cent

While many colleges report a decline in

You look at annual giving as an important source of unrestricted funds. And If

you don't get it, you have to shift the burden to somewhere

eise in the budget.

Continued on Following Page

receiving gifts at the \$5,000 and \$10,000 levels. Those gifts, which often come from earnings on investments, have continued because the stock market has remained relatively strong, fund raisers speculate Momentum From Capital Campaigns

Annual funds seem to be faring better at

colleges and universities that are in the midst of capital campaigns that include annual-fund goals. The campaigns, officials say, establish a momentum that the funds cannot create on their own

For that reason, Brown University officials look forward to announcing a fiveyear, \$450-million campaign this spring. The university hopes to raise \$55 million of that amount through annual giving. Brown officials have been concerned

about the decline in the annual fund over the past two years. In 1990 Brown raised \$9.3-million toward a \$10.5-million goal. In 1991, with the same goal, it raised only annual giving so far this year seems to indicate that growth will remain flat.

'It's absolutely clear it's the economy,"

annual fund.

more than 15 per cent this year.

Aid From a Telephone System

on track-overall-for 1997.

"We will be relatively unaffect-

ed by the recession," says Mr.

but the participation is dnwn."

for example, has increased the av-

crage 1992 alumni gift to more than

\$55, up from \$28 in 1991. Officiuls

attribute the success to a comput-

erized telephone system installed

system's operation, the university raised \$139,525—more than half of

year's annual fund drive. Based na

raise \$500,000 by July.

last month

Gifts & Bequests

Giffs & Boquests
Alhomas College For Propring
under an aboute trevel under
under an aboute trevel
under an aboute trevel
under an aboute trevel
under an aboute
under an about

North Carolina State Inhantly, Re-Laptid vannosign: Ill-million in Kerl I', Key, Il. Northwestern University, Fer pri-sus ships: Sill-million from the Decemp McL winkle. Sill-otholo College, for a general town Fabrin U. and Mary In Humah.

niversity of California at Berkele

notering of California & Building & State of the School of Law's building & Scholloud Ironn 14. William Miller 1 student Ironnes Standing in Jell and I vinctures Standing in Internity of Northum Coloroia. Indianal Coloroia with the State of Northum Coloroia. Builden's programs and the citigs business administration. Und

hom Richard L. and Chris Mi

As Economy Hits Annual Funds, Colleges rector of development. "Wint we doing with the plane is maken Step Up Efforts and Change Appeals \$5,000 and more have increased

Continued From Preceding Page says Sumuel F. Babbitt, Brown's senior vice-president for the campaign. "People have a real sense of Brown is counting on its annual fund to make up about 4.6 per cent of its \$180-million education and general budget. The goal for the fund is \$8.4-million, less than in the previous year because a chullenge grant for the fund has ended.

The lackluster annual giving since 1990 has not left Brown's builget unbalanced, but it has forced officials to null money from other sources-by reducing expenditures, increasing tuition, and using gifts to the endowment.

You look at nunnal giving us un important source of unrestricted ls," says Donald J. Reaves. Brown's vice-president for finance. "And if you don't get it, you have to shift the burden to somewhere else in the budget."

Increases at Some Colleges

At some institutions, however. annual giving is showing increases-though not at the rai which it has grown in the past. Officials wonder how long the growth will continue, given the changes in donors' giving patterns.

At Denison University, cash gifts under \$100 to the annual fund Gifts in the \$100 to \$1,000 range have dropped about 2 per cent. On have dropped about 2 per cent. On says Judith K. Riggs, Illinois the other hand, gifts to Denison of State's associate vice-president for

institutional advancement and diing the difference."

But many final raisers lument that it's simply ant casy to ask for donutions in these times.

"The stock market has been "It's harder to talk to people he strong, and many of our top donors cause they are uncertain of their have been strong," says Jonathun future," says Mr. Geiger, Ohio Wesleynn's director of develop-E. Bridge, ilirector of Denison's ment. "They're not in a donution muking mood."

To keep the number of donors Denison officials say the univerand the level of gifts up, found missity's five-year, \$60-million camers are working harder. Many have paign also puts more strength in increased the number of direct their appeals. Those factors are mailings and organized more phonkeeping the annual fund virtually athons. Some are trying to make giving easier by accepting credit Cards and by working with donors to have the gifts automatically Bridge. "The money will increase. withdrawn from bank accounts.

The most frequently used tactic. The times are not gloomy for nil. ever, is a more-aggressive per-Some institutions are seeing the sonal appeal. Fund raisers ure number of donors or the amount spending more time visiting donors raised, or both, increase signifienpable of making big gifts, hoping cantly. Illinois State University. to make up for lost smaller oncs.

At many places, the stepped-up fund-mising efforts are getting results. Brown officials say that more-aggressive appeals explain why 14,550 people so fur have made donutions to this year's un-In the first three weeks of the nual fund, compared with 13,182 at this time last year-an increase of about 10 per cent. Yet the uctivil what was collected in all of last amount of money Brown has raised has grown by only I per cent.

those results, officials expect to Participation is probably going up because we are working hunder People are supporting this into get it," snys Mr. Buhbitt. "But stitution despite the recession." we're just not seeing a sense manny donors that they're out of the

PRIVATE SUPPORT

AMERITECH FOUNDATION Public policy. For a professorskip in public-policy studies: \$1.5 million to 11, of 1 heago.

BOOTH FERRIS FOUNDATION

Ubtarion. For the nu-line \$100,000 in Columbia II HAROLO K. L. CASTLE FOUNDATION Honolulu 96813

Facilition. For expansion of classicon space: Sittletto to Hawaii Partife D SAMUEL N. & MARY CASTLE FOUNDATION 222 Morehout Street Honololu 98813 Support, for expenses of a presidential scarri, and for expansion of the li-burg; \$115,000 to Hawaii Cacile 11.

WILLIAM H. DONNER FOUNDATION New York 10110

New YOR 10110
Acondilollon, For the National Academy for Advancement of Liberal Arts
\$100,000 over two years to National
Association of Scholars.

WILLIAM ANO FLORA HEWLETT FOUNDATION 528 Middlefold Road Menio Pirk, Col. 94025 Informetion, Eve support of programs \$741,000 to Research Laboures Group Inc.

RESEARCH CORPORATION 6840 East Rroadway Boulevard Tucson, Ailz RS710-2816

enough. In research in chronistry, physics, and astronomy Chr., 94 dr which among Conversarious from colleges and may essues EOWARO G. SCHLIEDER EOUCATIONAL FOUNDATION 431 Grovier Shoel New Orleonn 70130

Administrators at Fort Lewis College have reached an College have reached an agreement with members of the institution a political-science this that will allow a leader of the Ku Klax Kinn to speak this month at e campua forum on

The club filed suit along with the American Civil Liberties Union after the college president, Juel M. Shawa Slater to speak on the Colorado ehapter of the KKK. Mr. Jones said the college could

not afford to provide security that would be necessary to prevent any volence that might break out as a result of Mr. Slater's talk. But the political-science club said the issue was a matter of free speech.

Under the agreement, the club will pay up to \$4,000 of the \$25,000 the university estimates it will cost for local police officers to patrol the

Some faculty members at the University of Wisconsin want their builtution to admit a new version of the hate-speech coule that a federal judge struck down

The university's Board of Regents is scheduled to review the asy code this week. Written by Ted Finnan, o law professor at Wisconsin's Mudison cappons, it to arrower than the list contr

The new rules say it stratent can e pearshed for intering racini. texist, or age-related emithets uninst another person. The code lefines an epithet as a word. finise, or symbol that "would make be educational environment hostile or threatening" and "Lend to knowke on immediate varient

The original code, which the ideal judge ruled was averly brand. nned a variety of nther "discriminatory statements" and did not include the provision about movoking a violent response. Jeffrey Kassel, the Madisan

lawer who represented students who challenged the original speech code, says the new rule is "driimtely terower, but maybe not narrow though" to pass judicial moster.

idents and faculty members al Lebigh University performed hat week in a talent abow called "Leligh Night at the Apollo" as the conclusion to the astitution's celebration of Black

Illstory Month.
The Apollo Theater in New York prominent in black history because any leading black entertainers their first public performances here. The Lehigh event was modeled on performances at the Apollo from the 1950's and 1970's, then the theater was in its heyday an he fleater was in its heyday.

Sudents and faculty and staff
lembers sang gospel and finlk samps
of performed stand-up cannedly
notines during the talent show.

With was held at the Stage Duor, a

specificipalic such on the campus,

obolic pub on the campus.

By SUSAN DODGE Student journalists are fighting buttles on two fronts: one against administrators who want greater editorial control of surdent newspapers, and another against students and professors who are trying to stor them from publishing controversial advertisements, cartoons, und articles.

Friction between student journalists and administrators has existed for years on many compuses. In recent months, however, many arguments over content linve es-

Students

On some camouses, college administrators have fired stillent editors who they

say failed to work with faculty advisers. In turn, some student editors and reporters have responded to the increased pressure from administrators by resigning from their campus newspapers and starting al-

More Requests for Legal Advice

Students Fight Administrators and Each Other

Controversial articles have led to dismissals of editors and protests by angry readers

ternative publications.

for Editorial Control of Campus Newspapers

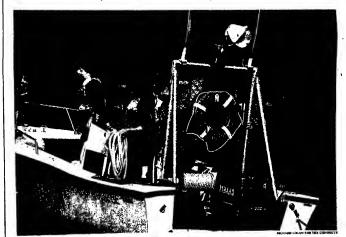
The Student Press Law Center, which monitors legal cases involving newspapers nt colleges and high schools, has received an increasing number of requests for legal advice regarding censorship. Last fall the center got about 1,300 such requestsmore than in any other period in the lust

decude. About 60 per cent were from college journalists.

The problems between student editors und administrators arise in part because most student newspapers receive some kind of financial support from their institutions. At least 10 per cent of the budget of many newspances is made up of studentfee money collected by the student government. The newspupers must apply for the money each year. Colleges often offer the publications rent-free space and equipment, such as computers and cameras.

The financial link leads some adminis-Cuntitued on Following Page

Student Volunteers Patrol for Boaters in Distress as Part of Work on Eckerd College's Resente Team



To jain Eckard Collegs's Sparch and Rascua Team, students must pass rigorous written and physical-skille tests. Abave, valuntaers abaard Sea Rescue Four.

By MICHELE N-K COLLISON

ST. PETERSBURG, FLA. Sea Resent Four had finished three hours of drills and was heading home fur the night when u call came in from the Cuast Guard: A suilboat caught in a torrential downpour had put out an soa. Twelve-foot waves were tossing the boat around tike a toy. In a matter of minutes, the suilboat was taking on wa-

Out of the squall came Eckerd College's Search and Rescue Team in a 21foot Makii powerboat. The student rescoers immediately went to work pump-

ing water out of the small craft. "You don't have time to panic," says Steve Brundage, a junior and a coxswain. "It has to be done and it has to be done

"This Is Action"

Rescues are all in a day's work for the 38 student volunteers who make up the Eckerd College team. Dressed in snappy blue uniforms, the 23 men and 15 women patrol Tampa Bay and Boca Ciega Bay on the lookout for missing boulers or bosters in distress. While typically most of their resours involve

towing stalled boats, the students also right overturned craft, perform paramedic duties, fight blazes, and dive for drowned swimmers.

The students, who must pass rigor ous written and physical-skills tests, get no salary or university credit for their services. "The hook is the search and rescue," says Bill Covert, director of Eckerd's waterfront program, "This is action, and at 18 it's a wonderful experi-

Some come to the program with con-Continued on Page A37

IF NONDISCRIMINATORY E.E.O. RECRUITMENT IS YOUR GOAL

Affirmative Action Register ®

For Effective Equal Opportunity Recruitment

OFFERS THE EFFECTIVE SOLUTION NOTIFICATION TO OVER 3.5 MILLION READERS*

NATIONALLY TARGETED TO FEMALES, MINORITIES, HANDICAPPED AND VETERANS THAT YOUR FACULTY AND ADMINISTRATIVE POSITIONS EXIST.

Primary Specialty	Percent Composition
Science and Engineering	11,78
Medicine, Nursing and Related	14.20
Business, Finance and Legal	17.49
The Arts and Architecture	3.10
Education	31.51
Politice, Public Relations and Administration	9.86
Other	16,17
TOTAL	100,00

The Only All Recruitment **Publication Distributed** Free of Charge in America

Percent Composit
64.10
41,90
37.10
26.43
7.91
405
1.01
225
411
2.15

THE JUSTICE DEPARTMENT SAYS:

"Where enhanced recruitment is required, success is measured lirst in the number of persons who ere recruited to apply ... In correct the current effect that prior discrimination, has in decouraging potential intentity and lamate employees even from applying."

- Recent Congressional action reaffirms commitment to EEO/AA

FORMATIVE ACTION REGISTER • 8356 Office Boulevard • St. Louis, Missouri 63132 • (314) 951-1335 • (899): 537-6655 • FAX (314) ⁹⁹⁷

some cuntrol over the newspapers, but students frequently respond that they should be able to operate the newspapers as they see fit, regardless of where the money

Says Tom Rolnicki, executive director of the Associated Collegiate Press, a Minneapolis-based network of college newspapers: 'Many student-newspaper editors who think their papers are independent don't realize some of the ways they are dependent on their institutions. Even if they don't reccive direct financial support from an institution, they often get rentfree office space and ignitorial service, which means they're not totally independent.

Bad Publicity

The battles over the editorial content of campus newspapers ulso come at a time when ndminis trotors are fighting bad publicity stemming from cost overruns and rising tuition. At the same time, administrators ore struggling to recrult students in a competitive mar-

"They are very senaitive to bad press," says Mark Goodman, executive director of the Student

"Many student-newspaper editors who think their

papers are independent don't realize some of the

ways they are dependent on their institutions."

Press Law Center, "It's harder to recruit large numbers of students these doys, so it's more important to administrators to try to control what people know about their cam-

The tension between administrutors and student editors is evident at the Ohin State University. where three editors resigned and seven others were fired after members of the journalism faculty issued a policy statement that the student newapaper's faculty saviser had the authority to review articles for libel before publication.

Before they departed, the cditors of The Lanteru protested the decision by publishing an editorial on the paper's front page.

"We fear that this policy of prior review may trigger a landslide," the students wrote. "Today, a stois killed because it is Ilbelous. Tomorrow, a story ia killed because it may be libelous. Down the road, a story is killed because it shows a negative side of the trust-

Going Underground

Some of the students who left The Lantern formed an underground newspaper called The Indeoff-campus office and is supported totally by advertising revenue.

Because The Lantent is not incorporated separately from the university, says Kevin Stoner, an assistant professor of journalism.



Louis Maglio of Palm Basch Atlantic College, with fellow adito Kittle Stuert: "We feel frear to write about some issues."

Ohiu State must protect itself students from engaging in humongainst potential libel suits by appointing a faculty noviser who has the authority to review each issue. Mr. Stoner says faculty members must supervise the publication because students often lack the expertise to know when articles are

belous or factually incorrect. "We try to choose very responsible students to edit the newspaper; the nib comes when the stu-

dents don't recognize libel," he No threat of libel prompted Ohio State faculty members to craft the new policy. They decided to review the faculty ndviser's role last fall when a search was under way

to hire a new one.
Thomas A. Schwartz, an associate professor of journalism at Ohio State, says the only way atudents can effectively learn the business of journalism is by running

campus newspapers on their own. "The paper is supposed to be a laboratory of the free press," he says. "It's incomposible to teach in the traditions of journalism and not grant editorial independence." Mr. Schwnrtz opposed the decision by other faculty members to allow an adviser to read the student newspaper before publication.

Concerns Over Libel

Administrators at Palm Beach Atlantic College say they also are concerned about libel. They set up a system laat fall in which a faculty adviser read The Rudder before it was printed and discussed any objectionoble articles with the vicepresident for student development. The vice president could then bar the student editors from printing libelous or obscenc words. The college is affiliated with the Baptist

The newspaper-review policy was pul to the test when college administrators objected to obseene language in a letter the editors

sexual acts. Editors at The Rudden printed the letter but blacked out the of-

in block letters over it. Two student editors were fired nfter they complained about the incident to n local newspaper repurtcr. College administrators have since discontinued The Rudder and started a newsletter that is put in-

fending words and ran "censored"

gether by students and finculty

"The administration is trying to listen to what students are snying they want in a newspaper," suys Greg Hodnett, nuniversity spnkesman. "Some people think that The Rudder didn't reflect what students wanted. We expect that there

Offensive Cartom An editor at The Nh-holls Worth

fused to print it.

administration is so worried about

recently started an alternative

which is put together in students

apartments and is linunced by

noney from advertisers and a few

Student journalists on some

compuses say that, in addition to

confrontutions with administra-

tors, they are facing pressure from

other students and faculty mem-

Some college editors say they

now must be "politically correct"

in deciding what to print in their papers or risk the wrath of student

Students and faculty members

held emotional protests on several

compuses recently after student

newspapers carried advertise

ments questioning whether the Ho-

loenust had occurred [The Chroni-

cle, November 27, 19911. Some of

the newspapers ran the advertise-

ment without comment, while oth-

ers published it with an article voic-

ing cumplaints from students and

faculty members. Still others re-

Pressure From Students

donations.

at Nicholls State University published on apology for running a cartonn that poked fan at three black singers in a rup group that had performed on the campus. Black students had hurned about 15tt copies of the paper in protest after the cartonn appeared. The students said they were offended by the e tagger-



language in a reture the current wanted to print. The letter criticized a college policy that prohibits ... have to be more sensitive than you usually would be."

ated features of the cartoon for

und the stereotypes it reinford Marty Authement, a junior ceditor of The Nicholls Worth, p. he has been spending much of Louis Maglio, a junior who was time recently talking with te editor of The Rudder, says: "If the students who are still spent the cartnon. critical thinking or toding some sort Although Mr. Authenen

of theological line, they're not gohe "used poor judgment" in the ing to have a newspaper. They're going to have a public-relations paing the cartoon to appear, he s he is concerned that "politic rectness is limiting what jury can do." He adds: "These of you have to be more sensith Mr. Muglio and other students you usually would be. If you hy the strict law of politics newspaper colled The Uslder.

rectness, there's not much left. But Eric Knatt, s jusion president of a black fixter Nichnils State, says the pr that he and other black stul waged didn't have snything to with being politically correct. nut one to hide behind rar chiim that everything in socia racist," he says. "

clearly degraded the black me The student newspaper at University of Wisconsin at M

"The paper is supposed

be a laboratory of the press. It's incompatible teach in the traditions

journalism and not ga editorial independent

son. The Daily Cardinal, can front-page apology after it pl lished a photograph of two ky with their hands mised is p signs. The paper published photo with only a caption. W the photographer took the pid he tald the boys they could do thing they wanted when

sminned the shot. About two dozen black stud protested, saving the photo per nuted stereotypes about black endangered the lives of the B hove in the photo, whose of were printed in the caption.

Not a Practical Option

Student journalists say they in a quandary over how to k editorial control over their p tions. A few student editors attempted to become more is penilent. Students at Syra University's campus paper. Duily Orange, recently re nancial assistance they had a ceived from the student gov ment so the paper could been independent.

But for most student publi tions, independence is not a prad cal option: The money they me from advertising is not enough keep the papers operating. dents on these papers usually a choose between working unde supervision of faculty mem striking out on their own to so fur independent publications

Mr. Maglio at Palm Beach Alle tic says he enjoys working for I Udder, the alternative study newspaper, "Things have taken lighter turn," he says. "We're he ing fun with it, and we feel free! ite about some issues than did when we fell like there was censor looking over our sho

Students on Eckerd's Resene Team Patrol for Boaters in Distress

Boen Ciega Bay. I While out help-

ing Eckerd's bouters, the students

ran into other bunters who needed

assistance, and Mr. Cavert decid

Continued From Page A.15 iderable boating experience. Some come with none. But all have to undergo the same training learning how to tie lines, repair engines, and set anchors.

Preshmen learn the ropes from the upperclassmen and the four inors who work for the college. In their sophomore year, students candecide to specialize and train to become paramedics, members of the Eckerd dive team, or boat captins, Graduates have gone on to become marine scientists. Navy and Coast Guard officers, doctors, and police officers.

The team's reputation ha spread across the country, and the sarch-end-rescue group has become a recruiting tonl for the colkge. The opportunities for leader ship and development are the pri-

mary attractions, the sailors say. "It but hit me when I was ou manings case the other day," says Mr. Brundage. "I'm in charge of a \$6,000 boat. It's an awesome

Coast Guard Was Wary at First Mark Verrico, a freshman, sle cided to ioin after he saw team members around the campus. aw them carrying around pagers and when those rangers went sill they were gone for mother impor and rescue on the seas. You can only do so much hameing account before it gets old. This is much

lathe past, the Coast Guard per formed many of the search-and-rescue duties on the two buys. Hot he agency has been swamped with other duties and looks to civilian outlits to help. "The Coast Ciumal doesn't rush nut and tow people. says Mr. Covert. "They are busy with immigration and done interfiction. Sothey use local resources

to help with their mission. Before the Coast Guard would trust Eckerd's team, the students had to prove they were committed. "At first the Coost Guard was wary," says Mr. Covert. "Maybe we were a bunch of kids who were just out playing Coast Guard. They wondered if we were going to he here today and gime tomorrow like other student clubs."

Relp in a 1980 Disaster

The most renowned mission and the one that earned Eckeni's trans the respect of Tanapa's beatog community, was its participalien in a search-and-rescue effort aller the Sunshine Skyway Bridge collapsed in 1980. Eckerd's team was one of the first rescue groups whe seene. Divers had in recover the bodies of 22 people from a Greyhound bus that had fallen into Sampa Bay when a freighten hit the bidge, "It was horrifying to see his enormous Greyhound bus hesed over and know people were imped inside," says Mr. Covert. Reintes of the exhausted young recuers removing the victims from their watery grave were feahard in newspapers around the

The learn was formed in 1971 to a Eckard students and faculty who participated in water

cue teum. Abunt 40 drop out after they hear about the rigorous training. Others cannot pass muster be-cause they flunk the written tests

In addition to their other duties the students learn to maintain the hoats they use, from fixing the engines to cleaning the decks.

\$100,000 From Donors

ed to expand the program. Students are on call three days a week and two weekends a month. In a year, the team typically unswers 250 calls for assistance When they are on duty, the students must wear pagers and be within live minutes of the cumous They also pledge that they wun't drink or take drugs. Every August, innre than 90 students apply fur places on the res-

or con't moster booting skills.

The program uses four rescue hoats and three Army surplus honts, which the students sink or tow in training exercises. The college just built a new center on the bay last fall to house the program. The center includes training facilities and a state-of-the-art communication center so rescue teams can be contacted while they are patrolling. Although the college provides rescuers most immediately be able have gone overboard yet.

rescue team must raise its own funds to purchase and maintain the tributors donate boats that the students and staff members refurbish

Many of the boaters don't realize their resements are college students. "Lust week we pulled a bont that was stuck on the beach and the men asked who we were," says Steve Tnylor, a sophomure. "They couldn't believe we were stodents."

One of the rescue sauads was performing drills on Bnca Ciega Bay on a recent day. The upperclassmen constantly quizzed the freshmen on local geography. (The

operating money for the center, the to identify bridges, islands, and sandbars.) The entire crew performed heaving drills, practicing boats. Last year, donors give the their accuracy in throwing a line to team about \$100,000. Other conrun fire drills, pumping sea wuter through a fire hose and aiming it at the bottom of an imaginary croft.

One standard lesson involved blindfolding crew members and retics "A lot of hoating is feel, "seal Jennifer Necker, a boating instructor. "I blindfold them and let them go around the boat. They have to beable to do this when it is dark or when it's raining so hard they can't sec 10 feet in front of them.

Apparently the exercise helps improve students' agility. None of the hindfolded crew

Where Leaders Learn from Leaders..

Leadership Institute for Journalism and Mass Communication Education Summer '92 Conference

June 21 - 26

Nominations for the Leadership Institute are invited from incumbent or aspiring administrators in journalism or mass communication education. This is an opportunity to learn about leadership from some of the nation's leading educators, working journalists and media scholars.

The Freedom Forum Media Studies Center's eighth annual Leadership Institute for Journalism and Mass Communication Education is a week-long intensive program, providing a forum to explore the intellectual, academic and professional aspects of effective educational leadership. Past Institute seminars have been conducted by some of the foremost university administrators and communications professionals:

Ernest Boyer James David Barber Gene Budig John Brademas A. Bartlett Giamatti Thomas Ehrlich Shirley Kenny Stephen Hess Diane Ravitch C. Peier Magrath Arnold Weber Donna Shalala Abraham Zaleznik Clifton R. Wharton, Jr.

The Institute is held at The Freedom Forum Media Studies Center, located at Columbia University. Round trip travel and accomodations are paid for by the Center.

If you are presently a journalism or mass communication administrator (dean, director, chair), faculty member or media professional, send a letter of application, curriculum vitae and two letters of reference to:



Controversy continues to surround the University o olorado'o football coach. Bill McCartney, whose outspoken views on rape and abortion have put him under siege in the past.

The latest uproar was prompted by the conch's involvement with group trying to overturn state legislation that protects homosexuals from discrimination in housing and employment.

Lost month Mr. McCortney's name appeared on a letterhead for the group, called Family Values. An investigation by university lawyers found that Mr. McCartaev had not intentionally violated the university's policy barring employees from using their positions to support personni causes.

Loter at a news conference, Mr. McCariney soid he woold be more careful about where his title was used. Bot then the cooch, who wos wearing n sweater beoring the team's name, offered an explanation of his views, calling homosexuality

Mr. McCartney's remarks prompted more than 100 protesters to gather on the campus, colling for his resignation and asking the university to extend protection under its ootl-harassment policy to those who are victimized because of their sexual orientation

University officinis say they plan to oppoint a ponel to examine the campus elimate for homosexoals. Mr. McCartney, who has been

Colorado's coach for 10 years and led the team to a national chompionship in 1990, has come under fire before. A born-again Christian, he has leat his support to anti-abortion groups and was forced by the American Civil Liberties Union to end o requirement that his football ployers join in prayers before games He has olso been criticized for questioning date-rope charges against two footboll players, saying physical abuse always accompa

Ginny Doyle, a player for the University of Richmond'a women'o baskeiball team, and Billy Packer, a television tball analyst, have settled

the acore between them. Early this year Ms. Doyle set a Notional Collegiate Athleti Association record for men and women for the most consecutive free In a broadcast the next day, Mr.

Packer implied that the record wasn't legitimate becaose women use a smaller bosketball than do men. The University of Richmond

invited Mr. Packer and Ms. Doyle to o shooloul, with an anonymou donor promising \$5,000 to the men's basketball program if Mr. Packer won or \$5,000 to the women's program if Ms. Doyle won.

Doring last month'a contest, Mr. Packer, who was an 82-per-cent free throw shooter when he played for Wake Forest University to the early 1960's, hit 12 of 20 ohots from the owishing 18-using a meo's boll

Athletics



Richard Lang of the university's sports-booster group; "We are in Florids, whore everyone loves feotball. Let's add to that 110,000 South Florida alomni, and you have a winning combination."

As Part of Quest for National Stature, U. of South Florida Debates Whether to Start a Big-Time Football Program

Many people want to add a team, but critics ask if the campus can afford one

By DEBRA E. BLUM

TAMPA, FLA A student playing a pickop game of basketball on the University of South Florido eampus here says he knows why his institution doesn't have a football team: The man and woman who donated much of the land on which the oniversity was built, he says, stipolated that the institution never have o football team because their son had died while playing the sport.

Another student playing in the game tosses op a shot on the outdoor coort in the ahadow of the Son Dome—the university's 10,400-seat basketball arena-and offers his version of the story: When the institution decided to boild "that," he soys pointing to the lorge, bubble-topped stadiom, it promised donors there would never be a football team to compete for fans' alle-

In his office, Paol S. Griffin, Sooth Florida's athletics director, smiles at the explanations. He offers another: The state charter prohibits the oniversity from playing rcollegiate football

Rapid Growth

"All myths," Mr. Griffin says, "But we get people asking 'Why not a football program?" all the time. I mean all the time."

It's not hard to see why the question is on the tip of so many longues. South Florida, the second-largest university in the nine-member stato oystem, boasis more than 32,000 students and is a rapidly growing institution in a rapidly growing metropolitan area, amack in the middle of a state crazy about football. It also has made no

bones about its anthition to enhance its national reputation and some become viewed-hy popular magazines that tank colleges and oniversities—as one of the top

25 public institutions in the country. Many people here helieve a football tenm-and more specifically a winning tenm-woold help put Snoth Phirida in that spotlight. But us the university tlebates whether or not to start op the sport.

Randy Miller, an excistent professor of

port for a team until we are one day

playing and beating the Gators? I say No."

loations: "Can we sustain

member panel of students, profess staff members, alomni, and communication lemlers to address three questions: a Is it appropriate for South Florida to embrace faatball?

others are not same if it can win uplace

the spothght, it it can afford to put its

there, or even if it's the best light to be

"I have one so many factors to com

so mans constituents to take into accou

that we have to take the decision proce

very showly," says President Francis

Horkowski. In January he appointed a 3

t'an the university establish a mote that could be emulated by other instite

 Are the linancial resources available Mr. Brukuwski also hired a consultantle determine the oniversity's options an what they would cost.

The reports from both groups are in. The consultant described several possible po-grams, ranging from a non-scholarship clinh-level team that would cost \$280,000 year, to a team-cumpeting at the top less of the National Collegiate Athletic Associ atiun—that wunld need \$8-million a year's sperate. The university committee said Yes to the president's questions, and gare the go-uhead to begin considering the con ultant's uptions.

Mr. Borknwski says he may make a no immendation to the naiversity system's recents by June

Since 1968, 94 NCAA member instille tiums have started new football program while 86 have dropped the sport. In all thuse cuses, observers say, opinions of how much and in what way an institution's

ources and reputation were affected by football were mixed.

The benefits, supporters of fautball programs point out, are manifold: more opporunities for students to participate in sports, heightened compus spirit, broadneed name recognition in the state ond the mion, more applications for mimission, and improved fund-raising capabilities.

But the drawbacks loom even larger, critics say. While fame and fortune may come to a few lucky colleges with winning seasons and seliont crowds, most fuotball teams—playing at a competitive level with scholarship athletes-are a drain on resources, they say.

In particular, critics question the timing of South Florida's move when the university has had to obsorb \$27-million in bodget cuts over the inst year and a hulf. They also say it's a bad time for college sports, which have come under increased scrutiny in recent years amid concern about academie bles of athletes and escalating custs.

Despite firm promises by Mr. Bor-kowski that both the budget and the integrity of a football team would be closely tored, skepties remnin unpersualed.

"There may be talk uf a squeaky-clean program at the outset, but I'm nut convinced that when someuric who can win a game for them gets in trouble or when postseason competition is on the line, the administration here or ut other universities feels compelled to exercise the necessary amount of discipline and oversight," says Linda Lopez McAlister, n professor of women's studies and philosophy.

She, like uthers who doubt South Florida's resolve to run a funtball program properly, points to the botched hundling of rate charges against a furnier haskethall player, Marvin Taylor, in 1989. A recent investigation by a punel appointed by the state recents found that university officials bad violated rules and manipulated disci plinary proceedings to keep Mr. Taylor eligible to play. In the wake uf the criticism list month. South Florido's vice-president for student affairs resigned, and Mr. Bor-

kowski was reprimanded by regents. Academic-Only Focus at the Start

When South Florida was established in the late 1950'a, iratereollegiate sports were elearly not on its agenda. John Gerdes, the director of sports information tells the story that the founding president, Juhn S. Allen, was so firm in his cunviction that the institution would have an academic-only focus that he made sure the baskethall court in the campus's only gymnosium would be too small for competitive play. Whether apocryphal or not, the ancedote inderscores a deep-seated sentiment still

evidenced by some faculty members here. Since Mr. Allen's time, however, the university has steadily introduced intercol-legiate athletics, aow fielding 14 men's and Nomen's teams that play in the Metro Conference of the NCAA's Division I. South Florida's most visible sport is men's basketball, which has met with moderate success and growing support.

lance at men's basketball games has been closely measured at South Floride since one question mark about the viability of a football program involves the fans. Average attendance at the games this Continued on Following Page

Supreme Court Rules That Victims of Intentional Sex Bias Can Sue Colleges for Punitive Damages Under Title IX

The Supreme Coort roled onanimoosly last week that victims of intentional sex discrimination can sue their colleges for

ponitive ilnmages. The roling opens op, for the first time, the possibility of monetary damages onder Title IX of the Education Amendments of 1972, which bars sex bias at schools and colleges receiving federal aid.

Legal experts, most of whom were sorprised by the decision, said victims of sexoal discrimination and harassment woold be less fenrful of retribution and more like ly to seek redress in the courts.

Women's sports administrators welconted the ruling us the latest in a series of positive signals about Title IX compliance in athletics. Two weeks ago the Education Department's Office for Civil Rights found discrimination in the sports program at Brooklyn College, und it is preparing n inchiorandum warning colleges ant to viulate the law as they cut sparts programs.

'An Extraordinary Win for Women'

"Progress in the area of civil rights usually results more from the creation of a critical mass than from single acts," said Dmina A. Lopiano, directur ni women's uthleties at the University of Texas at Austin. "This is one mure, and by potting it on top of the heap, you hope it will start the

Winnen's sports infroentes said they expected the Supreme Court decision to make culleges treat men's und women's sports equitably until to encourage femole liletes and enaches to see my Institutions that do not do so.

This is an extraordinary win for women ond girls In calucution," said Ellen Vargyas, executive director of the Nutiunal Women's Law Center. "It finally says that Title IX has got to he token seriously.

"The victims-thousands of young women who have not gotten athletic scholarships because four of five scholarships go to men-are now going to get compensation. And schools are going to get the message. They will know, all of a sodden, in this 20th anniversary of Title IX, that it is now in their norrow, pecuninry self-interest tu do whot's right."

Not ull women's advucates were pleased hy the decision. Merrily Denn Baker, assistant executive director of the National Collegiute Athletic Association, said that, 'in such o litigious age," she did not "wint to see our focus change from one of achieving equity to one of personal gain.

She added: "I would rather see os do right hecause it's the right thing to do, rather than because we're afraid somebody's gaing to sue us."

Opposed by Bush Administration

The case upon which the Supreme Court's ruling was based involved a highschool student who charged that she had been sexually discriminated against when o sebool employee harassed her and officials inadequately investigated ber complaint. Two courts upheld the student's discrimination claim, but both declined to award her punitive damages, saying that Title IX allowed unly compensatory dam-

ages such as back pay or reimborsement of

The Sopreme Court disagreed, despite nrgoments by the Bosh Administration opposing the nward of damages. Joined by five other members, Jostice Byron White wrote that "absent clear direction to the controry by Congress, the federal coorts have the power to award any oppropriate relief in a cognizable cause of action brought pursuant to a federal statute."

Three uther justices, led by Justice An-

tonin Scalia and including Justice Clarence Thomas, concurred with the jodgment but expressed reservations about the Coort's willingness to grant such expansive remediation to a right that had not been explicitly granted by Congress.

While the roling may have the grentest impact on discrimination in college sports, legal experts also said it would give added protection to students and staff members who are subjected to sexual harassment.

The Saga Continues: Tarkanian Asserts He Won't Go; UNLY Says, 'Yes, You Will'



Jerry Tarkanian at a roosing 2½-hour rally at a local church: "Wa got torn op from the inside."

By DOUGLAS LEDERMAN

The seemingly interminable saga of Jerry Turkanian took another remarkable torn last week, as officials of the University of Nevada at Las Vegas flatly rebuffed the basketball coach's attempt to reseind his

Mr. Tarkanian, who agreed in June to quit as UNLV's coach after the 1991-92 season, which ends this week, reversed himself last month. Mr. Tarkanion said he wanted to defend himself against new charges leveled at his program, and said the university had voided the resignation agreement by disparaging him and leaking critical information about his team to the

'The Matter Ia Closed'

"We got torn up from the inside," he told a crowd of supporters after a rousing 21/2-hour rally at a local church.

University officials scoffed at Mr. Tarkanian's charges that they had released information that damaged him. And they said bluntly that Mr. Tarkanian's resignation would not be reconsidered,

"Jerry Tarkanian submitted a legally binding resignation, the university accepted the resignation, and the matter is closed," anid Robert C. Maxson, the university's president. "There is no need for any additional discussion."

UNLY's busketball team has been one of the most visible programs in college sports for more than a decade because of its soccess on the coort, its rule breaking, and Mr. Tarkanion's legal buttles with the National Collegiate Athletic Association.

The team has been banned from this month'a Division I basketball tournament as the final punishment for violotions committed in the Runnin' Rebel program in the mid-1970'a. The pennity was delayed because of Mr. Tarkonian's lawsuit against the association. (UNLV's players said last month, however, that they might sue the month, however, that they might an effort to re

The NCAA has now charged the basketball program with 29 violations of the assoelation's rules, but has been onable to corrclude its investigation because of a Nevada law that restricts its enforcement procedures. The association has sued Mr. Tarkanian and other UNLY officials, and the

case is expected to go to trial this month. Relations between Mr. Tarkaninn and university officials have deteriorated badly since June, when the Las Vegas Review-Journal published photographs of three former UNLV players with Richard Perry, a booster who had been convicted of fixing sporting events.

Since then, the coach and his supporters Continued on Following Page

South Florida Debates Whether to Start a Big-Time Football Program

seasun has been 7,200, including 3,500 students. But about half of the home games are on weekdays, and some observers wonder if the largely committer student population could be drawn back on weckends to watch football.

Their concern is compounded by Florida-at least at the beginning-would not be as exciting to watch as the games played by many of the state's established fovorites, like Florida State University and the University of Florida.

Competition From Pro Tenms

"The basic question is, Can we sustain support for o tesm until we ore one day—il ever—playing and benting the Seminoles, the Gntors?" says Randy Miller, an uscontent professor of mass communications. "I say the answer is No. McNeesc State, University of Tennessec at Chattanooga, these are good schools, but playing them certainly doesn't hold the same sppeal os the real big-time games."

A South Florida teum would be competing not only with other college teams for the fons' attention. Mr. Miller says, but with Tamps's professional sports teams, including the Buccaneers of the Nutional Football League, and nearby entertainment centers such as Disney

Richard Lane, president of the Athletic Association, South Florida s sports-bouster group, says beng in a sports town would work to trying to sell the team.

loves football," says Mr. Lane, cinl support and term success. 10,000 South Florida slumni, and you have a winning combination."

university could get 10,000 people to buy two senson tickets each at \$100 cnch-even if they were not promised an opening game for four more years. Money from ticket sales, along with private donstions would build the endowment needed to start a tesm, he snys.

According to the consultant's report, o successful Division I-AA football team-one that is playing and beating such institutions as Florida A&M University and Ssmford University—should expect to be supported in part from the interest on a \$10-million endowment. In addition, the report says, annual revenue should come from private contributions of between \$250,000 practices were taking place, but the and \$400,000; \$575,000 in student fees; and other sources, such as television contracts and conference payouts, that should amount to at least \$300,000. The university should make as much as \$600,000 o year from ticket snles.

'Serious Words of Caution'

Bill Arnold is the assistant athleties director at the University of Central Florido, one of the other point shaving by UNI.V plnycrs last eight institutions in Flurida's university system. He soys that while

the university's advontage when the hasn't seen the cunsultant's report on Sunth Florida football, he raising efforts, the university has "This area loves sports, and we would warn his neighbors about since retired a debt that had grown are in Florido, where everyone the perils of overestimating finan-

who owns an insurance compsny in the city. "Let's add to that club-football progrum to the NCAA's Division II in 1980, found itself nimost \$500,000 in the red af-He is cunfident, he says, that the ter one senson, in large part because of unrealistic ticket-sules

Continued From Preceding Page have harshly criticized Mr. Mnx-

son and some of his aides, occusing

them of waging o campaign tu un-

In October the coaches com-

plained after unity officials admit-

police to videotapc secretly a con-

ditioning class run by Tim Grgur-

ich, on ossistont conch. UNLY offi-

ciols had suspected that improper

evidence was inconclusive.

Point Shaving Investigated

been followed by student spics.

come last month, when the Review-

Journal reported that federal offi-

dercut the coaches.

to over \$1-million. Hut this year, in its 12th season the football team. Central Florida, which naved its which has since moved up to the civily, on its presiden h Division I-AA level, still had only 7,000 season-ticket holders - considerably less than the 20,000 ex-

"We will grow as fast as only "I wouldn't tell anyone flat out admini and our Tampage projections, Mr. Arnuld says, not to go with football, because its will support."

ed "totallow its some timete

or from the present absolute

Mr. Deacon said he belies

the NCAA would find that t

and would punish the progra

verely. 'We should recor

actual ourt of the university of

than what a group of Tark say

ers is trying to make it into.

senate is expected to unit

Tarkanian Asserts He Won't Go; UNLV Says, 'Yes, You WI u broader inquiry into the dealings clear. If both sides standing of Mr. Perry, the hooster.

Mr. Tarkanian responded angrily to the report, denying the charge and insisting that it had been planted by university officials Mr. Muxson denied that the uni-

led they had ordered the compus versity had initiated the pointshaving story, saying it would be ernzy to bring such negative publicity on itself.

Rather than responding point by point to Mr. Tarkanian's charges, the president med last week to put the increasingly bitter conflict in a more sweeping perspective.

Mr. Grgurich also complained "The issue here is whether toney that his mail had been opened, and s going to become a serious acacooches contended that they had dentic institution or not," Mr. lacked control over the page Maxson said. "This is a struggle The latest blow tu Mr. Turkuning for the soul of this institution. The question that will be answered here - basketball program that code is essentially this: What is our miscinis were investigating pussible sion? Why do we exist? Are we here to teach and learn, or are we here to house hip-time addetics?" year. The investigation into point shaving reportedly stemmed from

What will happen next is not yet - proposal next week.

many ways." Mr. Amold s.
"But I would convey very sac wards of caution about take. such an enterprise." That kind of warning is de-not lost an South Flaridasale

istrators or professors-and twice in un hour-long uten Mr. Horkowski echoeds sur Addegation of acience hiders from the Commonwealth of Jacopcodent States met with U.S. afficials in Washington lust seek to discuss how they plan to ismatle the Russian ancleur ganal and employ weapons Evgeny Avrorin, scientific lender file physics institute at Chelyabiask 70, o former Soviet mekar-weapons laboratury, said are than 30 proposals for putting ty of Nevada regents were sh

omer wespons scientists to work in uled to hold a meeting last w ach areas of basic research as but were not expected to aid: "tigh-pressure physics, nuclear physics, and laser physics." had been discussed by the group. Mr. the issue directly. Meanwhile, a prominent ser suggested last week the faculty senate ask unity sale the himself hoped to obtain seed trators and regents to suspen many from foreign sources for basketball program for twoys projects that would produce James Deacon, a biology p ercial returns. SOF, said the suspension was

> With all the attention being given to supporting Russina sacless acientints, many 11. S. solicy makers are worned that proposals to provide international
> assistance to civilian scientists in the

At a closed-door meeting last reek at the Brookings Institution Russian and American science esters gathered to discuss ways in which they may be able to ussist of whom are leaving their contails spoon and the lack of hard emipment, chemicals, and journat

A similar discussion, with epresentatives from the Itush instration including D. Allan Bromley, the President's science adviser, is scheduled for this week

Thomas J. Ratchford, associate director for policy and international effects of the White House Office of Science and Technology Policy, said the Administration planned to ose the meeting to discuss and eraft a "variety of netivities" that would usist the Russian science enterprise.

The Royal Society of London and the National Academy of Sciences last week issued a joint statement warning world leaders not to expect science to cure the ills of poveny and homan degradation of the global environment. With world population "growing

a the unprecedented rate of tunnes. 100 million people every year." and lies producing major avironmental changes, the falement warned, "science und echnology may not be able to tevent either irreversible tion of the environment ar linued poverty for much of the

The two academies said they loped to stimulate debate about this problem among scleotists, policy makers, and the public, and plants organize a scientific conference early next year "to explore these uses in detail."

International



Yuri Dnastrovsky, a spacinilist in thermonuclear physics at Moseow State U.:



Anya Shovchanko, who works in Moscow State's superconductivity into "Ou theoralical work in of a very high quality, but our technology is vary poor.

Exodus of Researchers Stirs Fears Over Fate of Science in the Former Soviet Union

By JUSTIN BURKE

MOSCOW In a seeluded corner of Moscow State University's campus stands ii rundown building made of corrugated metal. The structore, about the size of a large mobile home, lucks like a utility shed bot actually hooses the university's main laboratory for superconductivity research.

Despite its ramshuckle uppearance, the building is cozy inside, and the lab featores plenty of sophisticated electronics equipment, including IBM computers. It is far better equipped than the rest of the physics department. Yet the working conditionsrelatively comfortable by Moscow stradurds-have done little to stop the exodus of physicists from the lab.

Whether they are moving into other professions in Russia, or oiming to continue their scientific careers abroad, physicists are leaving the lab in droves. The older and more experienced have been the first to go. leaving behind a staff made op mainly of people in their 20's and early 30's.

One day before he is to board a plane for the United States and a position at the State University of New York at Stony Brook, Stanislav Polonsky sorveys the young researchers at the superconductivity lab and says: "Here, you can see the last survivors." Moscow State, adds the physicist, "would be a great place to work f we had proper financing-bot, unfortunately, that is not the case."

Every University Is Affected

The superconductivity lab isn't alone in losing the best and brightest of its researchers. The economic collapse and political uphenval of the past year have meant tough times for the hard aciences, not only at Moscow State, bol at every university in what was formerly the Soviet Union.

According to Alexander Andreyev, a vice-president of the Russlan Academy of Sciences, 12 per cent of all researchers have gone abroad in the past three years, including 40 per cent of all the country's Continued on Page A44

U.S. Plans to Revise New Rules on Visas for Foreign Students

Colleges complain the regulations are costly and inhibit recruiting

By SCOTT JASCHIK

Federal officials have promised to change proposed regolutions that many universities feur would make it more difficult to bring foreign students and professors to American compuses.

The proposed regulations affect J visus, which in 1989 were used by more than 170,000 exchange participants to come to the United States. The new rules were proposed last year by the United States Information Agency, which supervises the J visas, following criticism by Congress that they had been used to bring camp coonselors and an pairs into the country.

Educators say that, in seeking to eurb those nhuses, the proposed regulations would hurt neademic institutions that have never misused the J visas. The proposed regulations would:

■ Require colleges sponsoring people with J visus to provide much more detailed information to the government about the foreigners' activities and the finances of the college. (Public colleges, as government entities, would be exempt from the regitirement about reporting on their own

M Limit the awarding of J visus tu those secking to attend accredited Institutions. Independent research institutes that do not oward degrees, and so are not accredited. compluin that the proposal would make it impossible for them to recruit foreign

■ Require organizations that sponsor people on I visas to pruvide them with henlth insurance. The insurance would have to include the costs of the repatriation of the remains of anyone who dies and the costs of evacuating sick people to their home countries. College officials sny that while they niready provide health insorance for their foreign visitors, the specific requirements set oot by the regulations would dramatically increase insurance costs and require many institutions to seek new policies.

Fearn About Innurance Requirements

Alberto Mora, the USIA's general econsel, says the agency will revise the regolasel, says un against in response to many of the concerns expressed by college officials. He predicts the end of the year, "the universities are going to be very satisfied."

In the meantime, however, international-edocation officials are worried. Says Robert A. Scott, associate director of the Center for Advanced Stody in the Behavioral Sciences, which is located at Stanford University: "These regulations lack the kind of flexibility that's essential to arrange scholarly exchange programs. The way they are written, the regolations woold create a tremendoos problem for goiversities and colleges."

Mr. Scott says he is particularly bothered by the proposed insurance require-Continued on Page A44

GIVE YOUR RETIREMENT PLAN THE VANGUARD NO-LOAD, LOW-COST ADVANTAGE

In their rush for investment performance, retirement plan investors often overlook a significant barrier to performance - high expenses. But cost should never be left out of the investment equation, because:

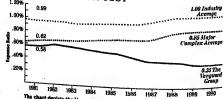
Lower costs mean higher returns

In a money market fund or a bond fund, lower cost (other things being equal) results in a higher yield, month after month. And in equity funds, lower cost can provide a significant enhancement to the compound rate of total return achieved over a span of years.

As the chart shows, Vanguard's cost adventage is dramatic. Our low expense ratio is less than one-third of the mutual fund industry average as reported by Lipper Analytical

We urge you to read's Fund's prospectus carefully before you invest or send money. It contains more complete information on advisory fees, distribution charges and other expenses.

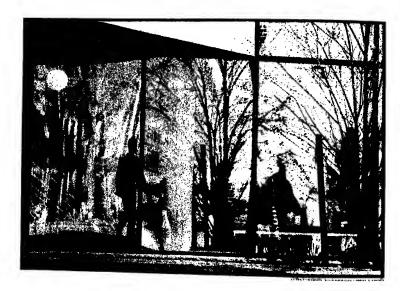
COMPARE YOUR COST



The chart depicts the Vanguard four-Cost Advantage. The average 1990 expension of the major mutual fund complexes is 143% higher than Vanguard's average expense ratio for the mutual from the complexes of the complexes for the fundar form average expense ratio for the mutual from better 131% higher Source Lipper Disclores' Analytical Data. For Edition, 1991.

For more information on Vanguard Funds and Retirement Plan Programs, call us toll-free: 1-800-662-7447.

THE Vanguard GROUP



If order cards are missing, use the form below, 强和国际基础后非由165个生产。 YOUR WINDOW ON ACADEME Special Purchase The Chronicle of Higher Education P.O. Box 1955, Marion, Ohio 43305 Please enter my subscription to The Chronicle. ☐ Bill me \$67.50 for 49 issues (1 year). ☐ Bill me \$37.75 for 24 issues (½ year). Please charge my ☐ VISA ☐ Master Card ☐ American Express

French Students Protest Proposal b Reform University Education

Students have been demonstrutis in the streets of Paris and other french cities to protest a government proposal to reform university

The demonstrations, which in some places coincided with pretesten carnival celebrations, were escelul. No incidents of violence al no strests were reported. Stutals also staged sit-ins on several

unversity campuses.
Student leaders have vowed to ue the protests, which are ined at a package of chmiges proosed by Education Minister Lio-

According to the ministry, the reform plan is designed to ease vercrowding in higher education and to establish a way to recognize ad certify the achievement of stukats who complete some universiwark but do not earn a degree. he protesters say the proposals amount to a mechanism for "geting rid of students," as one put it.

A Bottleneck

The reforms would reorganize the first two years of university ies, which statistics show bave become a hottleneck. More and more students are toking as long as five years to obtain the Diplane d'Enseignement Universi-taire, commonly known us the DEUG, which in theory is carned at the end of the second year. The

By IANICE VALLS-RUSSELL France is curned in u total of three PARIS YCH'S.

The hottleneck has warsened as more students leave high school with the Bacculaureut, which is the sole requirement for university admission. Today's enrollment of 1.8 million in higher education is expected to increase by 300,000 by Many observers here say the in-

crease is due to a reluxation o standards in the high schools, with far more students obtaining the Bacculaureut than in the past. Standards at the universities, however, have remained rigid, and the result has been more students' getting stuck in the first years of higher education, unable to achieve their diplomn in a timely way. University presidents are anxious to "speed on the flow," us some have

'fhe ministry's plan calls for dividing the academic year into "modules," each lasting one semester with final examinations at the end of each semester instead of at the end of the year, as is now the case. In the first semester, students would take courses in at least three subjects in a general field they have chosen. This would do away with 'the exaggerated, premuture specialization in the lirst two years. says Claude Allegre, a special adviser to Mr. Jospin. Subject specialization would be phased in over the second and third semesters.

Students who passed a minimum number of these modules, or can go on to complete work for a courses—six, the ministry sug- of higher education in find a job. full university degree, which in gests—but felt mubble to complete

Students in Paris protest a government plan to reform university aducation. The demonstrators want the proposed changes acrepped.

work for their second-year diploma, would obtain a Certificat d'Etudes Universitaires, n new credential. 'fhe ministry's hope is that such students would then move out 'flic proposed reforms also call

on while awaiting trial is credited to

The most severe sentence of

those handed down last week was

Daily editor accused of distributing

Communist Party's mouthpiece

publication. The government sen-

a prisoner's sentence.

of high school, where "69 per cent of students have never met a career adviser," says Mr. Jospin. Many students, he says, now drift into college without really knowing what they want to study, and he

ottempting to gain information about her son's condition. She

failed in her attempts to obtain an

Independent lawyer to defend her

son-virtually all lawyers in Chinn

Survey of Student Views

work for the state.

wunld like to sec more of them instead choose job-oriented study programs, technological institutes, and France's high-flying grandes évoles for engineering and mannge-ment-all of which impose their own admission criteria in addition to the Racculauréut.

Vote Postponed

Early in February the presidents of 46 of France's 72 universities week the National Council for Higher Education-where profes sors, students, and the Education Ministry are all represented-decided to postpone indefinitely a vote on the reforms at the request of France's main federation of university faculty members.

Mr. Jospin, the education minister, wanted to see the reforms phased in sturting in the fall. Although he did not rule out such a possibility, a leading member of the national faculty federation. Jean-Claude Tricoche, said that "students and teachers need to be properly informed" before any proposed reforms are voted on. They must also be heard," he said, adding that he felt a reform of higher education was needed.

Mr. Jospin now has ordered an information conspaign on all oniversity campuses, with posters and leaflets explaining the proposed

changes being distributed.

The reform plnn had already been modified six times since it was first presented to the Conference of University Presidents in late December. Student leaders complained that every time thay met to discuss the plan, "the ministry came up with n new version."

Being entitled to university admission solely as a result of obtaining the Baccalauréat is a privilege to which French students cling. and they fear that the aim of Mr Jospin's plan is to gradually introduce n firm of selective admission. The new Certificate of University Study is a way "of getting rid of students," charges Alnin Pagano, national secretory of the main students' union, UNEF, which is close

to France's Communist Party.
The education minister insists that the reforms are not designed to bring about selective admission.

Mr. Pagano says his organization wants the protests to continue until the reforms are scrapped.

lished the findings of a survey he conducted of the attitudes of Bei-'Time to Reflect' Urged jing University students and postd the results on the campus. The findings revealed the intense dissatisfaction of students with their lives and future prospects since the brutal government-ordered mili-tary crackdown in Tiananmen Square. Many students on the Bei-Jing University campus said last week that Peng Rong was a scape-

"He never did anything wrong," said one of his friends. "He didn't paste the document up anywhere. The campus authorities found the re In his dormitory room.

His mother told reporters after the sentencing that Peng Rong "was just too natve."

Last week the coort also convicted and sentenced Dong Huaiming, Wang Guoqing, and Wang Zhongxian on "counter-revolutionary" charges, it was not clear if any of the three were students, or the country's second-largest uniwhat their sentences were.

Peng Rong was arrested on May 25, 1990, after he allegedly pub-

Philippe Campinchi, the president of a new, breakaway student union called UNEF-ID, which is close to the governing Socialist Party, says his group favors "a pause, and time to reflect" on the proposed changes.

Professors are not unhappy see the reform plan shelved for a while. Many are not enthusiastic about the reforms because they fear a more general curriculum in the first year would make it more difficult for students to achieve the required level of specialization the final two years.

Unofficial sources say the delay also suits the education minister. who is actively campaigning for the at elections to be held this month. His constituency is in Toulouse, in southwest France, After Parls, iris

Chinese Court Convicts 7 Dissidents of Opposing Communist System because she was alrendy in Beijing,

By NICK DRIVER

In the longest-running set of triis since the Chinese unvernment crushed the student-led, pro-demetracy movement in 1989, authorities here last week formully posing the Communist system.

At least three students were among those sentenced at the end of exhaustive trials that lasted as long as two months. Peng Rong. graduate student in hiology ut Beijing University, was given a ing counterrevolutionary propainda," a blanket term used hy e government to cover any form of writing that expresses views not held by the Communist leader-

The trisks are the most important ince those of one year ago for the to-called "black hands," or leaders of the pro-democracy movemeat. The time devoted to the latest round indicates how sensitive the government is toward criticism of its handling of the cases.

Western governments have put atense diplomatic and econom pressure on Beijing to release jailed ^{olitical} prisoners, but it in unclear ow many other dissidents remain prison. Asia Watch, a humanights group based in New York, led in 1990 that more than 1.150 dissidents were languishing Chinese jails, some awaiting tri-

al, some never charged with any Zhai would receive a stiffer sentence than the ather two atudents. where she had spent recent months Under Chinese Inw, time in pris-

with hist week's sentencing Chinn's government has now settled the cases of virtually all prominent dissidents, including the other twn students sentenced. given to Wu Xuecan, a People's

Li Minqi, nn connomies undergraduate at Beijing University, was an unauthorized edition of the sentenced at the same time as Peng Rong and in the same courtroom. While his term was not announced,

"He never did anything wrong. He didn't paste the document up anywhere. The campus authorities

found the papers in his dormitory room."

he prubably also received a twoyeur sentence. Mr. Li gave a brazen anti-government speech in Muy 1990 tu mark the anniversary of the Tiananmen Square crackdown and was arrested soon after.

Zhai Weimin, one of the leaders of the 1989 protests and sixth on the government's most-wanted list after the crackdown, was arrested in May 1990 after giving detailed information on planned under-ground protests and his own bouta to a U.S. news magazine. Although complete information on the length of his sentence was impossible to obtain, Chinese atudents said they thought Mr.

tenced Mr. Wu to a four-year term for "spreading counterrevolutionary propaganda" by publishing a leaflet called "People's Daily Extra Edition, which supported the 1989 protests. Since his arrest in 1989, Mr. Wu has held that he could not be found guilty for printing the words of the now-disgraced

General Secretary Zhao Ziyang. The government holds the trials of its political prisoners in secret, and often not even family members are informed of the proceedings

until they are over. Peng Rong's mother, a professor Hunan Teacher's College in southern China, was given one day's notice of her son's sentenc-She was able to attend only

Exodus Puts Ex-Soviet Science at Risk

Continued From Page A41 theoretical physicists. Mr. Andreyev maintains that despite those staggering losses, the quality of rescarch doac in Russio has not been affected. "Russian physics is on the same world level as before, and l believe in its brilliant future," he declared in an interview published a the newspaper Izvestia.

Some top Russion physicists don't share Mr. Andreyev's views. If the brain drain continues for much longer, they say, entire fields of rescorch will be devastated.

'It's destroying some scientific schools," says Yuri Dnestrovsky, a specialist in thermonuclear physics who teaches at Moscow State and conducts research at the presligious Kurchatav Institute. What took decades to build up is now taking months to destroy."

offe for scientists in the Soviet Union was never easy. With the exception of 11 few fields, particularly those related to military research and development, scientists here always have had to make do with less technologically advanced equipment than their counterparts in the West. But deteriorating conditions over the past few years have greatly exacerbated the problem. And scientists now find themselves not only short of funds to perform reaeorch, but also fighting to get by on their low salaries.

Distractions of Daily Life

Outside the workplace, mony researchers say they are constantly distracted by the daily struggle for survival, following the government's decision to lift price controls and move to a market economy. Russian President Boris Ycltsin recently announced that the rnment pinnned to increase the salories of acientists, but the promise has done little to reussure the researchers

A typical starting solary for a sci-entist these days is 1,000 rubles a month-less than \$10 at current exchange rates. Experienced physicista, such as Mr. Dnestrovsky, should receive inpwards of 3.500 rubles, or about \$35. But most still

is at the center this year. The een-

ter has provided the scholar with

health insurance through a group

plan at a heolth-maintenance orga-

nization. The plan has low co-pay-

pts and will accept people with

they will now receive because in ogy is poor, and we are unable to many cases they have not been paid in several weeks.

Those on the bottom end of the pay scale say it is nearly impossible to make ends meet on 1,000 rubles a month, given soaring inflation in Russia. Many have been forced to take a second job, which cuts their productivity as researchers.

Widespread shortages of coasumer goods add to the problem. Anya Shevchenko, who works or micro-chip development at the superconductivity lab, says that before going to work each moming she spends up to three hours searching for food for her 2-year old. "I don't have enough time to devote to work," she says.

cramped living conditions. Mr. Dnestrovsky, a 1981 winner of the State Prize for Science and Technology, one of the Soviet Union's potential is much higher than at n highest civiliaa honors, lives in o three-room apartment with his wife, son, and daughter-in-law.

Life may be a struggle, but mony scientists say the growing difficulties at work frustrate them the most. Funds have just about dried up for all but high-priority fields of rescoreh. The old Soviet practice of paying for scientific equipment and other supplies with bank credits-officially called non-cosh payments-has been stopped in most cases. That has meant that everything must be paid for ia cash. which is in short supply. Oleg Sapozhnikov, who specializes in developing medical uses for ultrasound techniques, says that without credits he is unable to buy any new equipment. "We must now

work with what we have," he says. Even in the relatively well-financed fields, such as superconductivity, researchers are missing "mouse" pads for use with computers. The technology at the lab is ideos to life, soys Ms. Shevchenko, who belongs to o team trying to develop n new supercomputer

do not know exactly how much - very high quality, but our technolperform some experiments," she I make a good chip, but our technology makes it perform hadly."

Jobs in Business Sector

The cash crunch is also limiting scholarly contact with the West, The lack of muney and equipment has led a large number of

tions are devising aid programs to improve conditions for researchers here. Last month representatives from the United States, Russia. and Germany announced plans to says, "It can be frustrating. I know establish an international science and technology center that would employ nuclear scientists and engineers in the former Soviet Union (The Chronicle, February 26t.

scientific brain drain, Western na-

A primary motivation for such nid is the fear that Russian scientists, especially those specializing find a private-sector job long in weapons research, may become physicists to wolk away from sci-quusi-mercenaries, perhaps selling

"All those who began our superconductivity research are now in America. It would be impossible for us to do our work without help from the United States."

venture companies that are springing up in Moscow's budding business sector, where their corning university.

Many more physicists are going abroad in search of better opportunities. In the case of the superennductivity lab, SUNY of Stony Brook has become a sort of mecca. Many of the specialists who left the Moscow State facility have picked up

where they left off in New Ynrk. "All those who began our superconductivity research are now in Americo-we have no bosses superconductivity rescorch center at Stony Brook continues to conncrate closely with the Moscaw State lab, communicating via electronic mail. "It would be impossible for us to do our work without help from the United States," Ms.

Shevehenko udds. Many of the Russian scientists now leaving the country, such as Mr. Polonsky, sny they do not inicid to stuy iihrood hiit merely lots of little things, such as want the chance to dn top work for a few years under ideal canditions-and to save some hard curjust not good enough to help bring rency in the process. But observers here say that they doubt that many

will ever return. "Our theoretical work is of a in an attempt to stem Russia's

Scientists also contend with ence, Many are taking jobs in joint- their knowledge to terrorist states such as Libyn.

Most researchers here play down that possibility, saying they know of no job offers from such nations. But Mr. Sapozhnikov, for one, says the fears are justified. "If there are enough offers," he says "I'm ufraid some people would

Situntion Mny Get Worse

Some, such as Ms. Shevelienko. say that no matter how bad things get in Russia, they will not consider leaving. "I have a family with a baby, and I can't go to America here," Ms. Shevchenko soys, The or unywhere cisc-without my family," she says, 14thers, such as Mr. Dnestrovsky, say they are too ested in economics. old to start over.

The situation at universities in T've learned," he says, "Butin other former Soviet republics is very difficult, because no one air similar to that at Moscow State. At terested in continuing the gran Lenin University in Minsk, the ditions of Soviet physics.

MEMBERSHI

The Association of Faculty Clubs International offers faculty, staff aid

alimni clubs around the world unique benefit

privileges at all ather Association clubs

successful faculty club management

problem-solving vissions

For membership information, call or write:

Albert E. Poirier, Jr., Association Vice President

Ilnown Faculty Club

Briwn University

I Manue Street, PO. Bux 1870.

Providence, Rland Island 112912

401-863-3023 or FAX 401-863-3859

Association of Faculty Clubs International

Informal regional meetings to facilitate networking

Our annual conference, with workshops, seminars, idea fairsan

Piculty dali management education wsketter with timely information and ideas to pro-

· AFCI reciprocid agreement which allaws your club aembe

capital of Helarus, adminis are struggling to keep measure the chemistry department to leaving, says Tamara Kartayse the assistant dean. The Belense government is being asked for crease financing for the instant

"So far we haven't seen p many people leave," she say It's not necessarily because he don't want to, but because the are fewer opportunities to ob abroad "

While the current situation the laird sciences seems be many think it will only get way I or one thing, the desire ages younger generation to leave R is even stronger than it a spor those who already have enign Ms. Shevehenko and others that many young scientists a merely biding their time, give the experience needed to get the n good joh in the West. As son they have the proper credent she says, they will be gone.

"The material desires of f young give them a much good mpulse to leave," she us "Physicists of the older en don't have the same material

A currer in science is less pealing to students these days one in, sny, business. Mr. De trovsky says the quality of state specializing in physics and the try has declined dramatically the nest three years. The most ented, he laments, are now in

"It's my desire to rass on y

FORTY-SIX YEARS AGO, having satisfied all other requirements for a Ph. D. in musical Princeton University, Milton Babbitt submitted his dissertation, "The Function of Set Structure in the 12-Tone System." While it was praised by one of its readers, John Tukey, professor of mathematics, it was rejected by the music department. (Princeton doctorales in music at that time were given for historical musicology, not theory and

Mr. Babbitt, a Pulitzer Prize-winning enmposer who joined the Princeton faculty in 1938, is now the William Shubaci Conant Professor of Music Emeritus and received an honorary doctor of music degree at Princeton's commencement last spring.

Now he has his real Ph.D. also. Claudio Spies and Paul Lansky, professors of music, resubmitted Mr.

Babbitt's dissertation to the review process. Mr. Tukey, now professor emeritus of statistics at Princeton, again served as a reader (along with Mr. Spics) and said, "It's asolid piece of work. I'm not a 12-tone expert, but I was happy with if from a mathematical point of view."

After the acceptance of the dissertation, Theodore Zlokowski, dean of the graduate school, and a small group of faculty members invited Mr. Babbitt to lunch and subjected him to his oral examination.

Hepassed with flying entury.

Mr. Ziołkowski said of the process: "We thought it wasn't right that such a distinguished composer and music theoretician who has contributed so much to music . . . should not have the degree he had carned."

The California State University Board of Trustees has announced the six limitists for the presidency of Sun Jose State University:

* Tomas Arciniega, president of California State University at Bukersifield since 1983. A former vicepresident for nemiennic affairs at t'sn at Fresno, Mr. Arciniega is a professor of education.

■ Dorla Michiko Ching, vice-president for student affairs at University of Hawaii at Manoa. Ms. Ching is also amember of Hawaii's education faculty.

· Shella Kaplan, chancellor of the University of Wisconsin-Parkside since 1986 and a former vicechancellor for aendemic affairs in the Minnesota State University system. Ms. Kaplan's doctorate is in modern European history.

Ruth Leventhal, provost and dean of the Capital College of Pennsylvania State University at Harrisburg since 1984. A professor of biology, she earlier served as dean and professor of medical laboratory sciences al

Hunter College of the City University of New York. · Gerry Melsels, provest of the University of South Plotida since 1988. He is a former chairman of chemistry at the University of Houston.

. Joseph Watson, vice-chancellor for undergraduate sflairs at the University of California at San Diego since 1981, Mr. Watson is also a professor of chemistry.

Torsten Wiesel, named acting president of Rockefeller University after David Baltimore resigned inst fall, has agreed to remain in office for at least three more years.

Home ties frequently are worth more than moncy: frederick E. Hutchinson, a Maine native who was recently smed president of the University of Maine's Orono ampus, will reportedly take a pay cut from \$152,000 to \$119,000 in leaving his current job as senior vicepresident for neadernic affairs and provost of the Ohio State University.

Gazette APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS



John I Ford Cornell University

William R. Dunfa





Albert J. H. Sloan, IJ

Miles College

Saint Mary's College of California



Francis V. Cannon DeVry Institute of Technology at Dallas



■ New college and university chief executives: Crafton Hills College, Luis Gomez; DeVry Institute of Technology at Dallas, Francis V. Cannon; Miles College, Albert J. H. Sloan, II; Nova University, Stephen Feldman.

 Other new chief executives: Academy of International Business, Attila Yaprak; Association for Canadian Studies in the United States, David N. Biette; Samuel S. Fels Fund. Helen Cunningham.

Appointments, Resignations

Med. Gra. William P. Ashar, pricident of Govern Milliary College. has annowed his relievants. I defluet November 1. Lam Cashing Alamandas, Gelese. his relievants. Gelese. his cases of the street of

Medianta B. Britton, former director of de-terbenents at Newborry, Library Chica-ton, low fore-precise for edware camera. So also Mary's Collerso of Collersia. Con-mental Social Mary's Collerso of Collersia. Con-trol College of Collersia. College of Collersia. College of College of

John L. Ford, professor sed chairman of sky, anaxestrice studies at Cornell U., to deas of studies at Cornell U., to deas of studies, and the studies of studies at the studies of studies, and the studies of st

for fissace and admissivation.

Onnth Hubba, provosi and vice-president
for seademic affairs at U. of Mostans.

The seademic affairs at U. of Mrector of university plassing and analysis.

Continued on Following Page



e-existing conditions-both of which are important benefits for a visiting acholar, Mr. Scott says.

Continued From Page A41

'Insurance of Lesser Quality' But, he adds, "a local HMO is not going to provide for repatriation for semeone from Estonia." If the regulations were adopted, he says, the center would have to find the scholar an individual policy, which would be much more expensive and would be unlikely to cover preexisting conditions. "It would end up costing a great deal more money

Glen L. Hendricks, a professor says that visiting researchers free sities."

U.S. to Revise New Rules on Visas for Foreign Students Continued from rage Aut
ments. He cites the example of a
visiting acholar from Estonia who of anthropology who hondles povquently do not have adequate cov-

> that have many J-visa visitors. Minnesota has about 1,600 such visitors annually.

Mr. Hendricks says that, in addition to insurance costs, he is worried obout the increased paperwork that would be required for so mony people.

Mr. Mora of the usia says the final regulations will not imposo a major paperwork burden and may also include changes in the Insurance requirements. But while colleges have "some good arguments" on the insurance issue, he awarded only for stays of at least says, some people holding J visas

do not have adequate coverage. At colleges and universities, Mr. ty of exchanges," he says, Mora says, foreign students and up costing a great used into a line of the faculty members generally have over the regulations is continuing. good insurance coverage. But he There is no inlent to punish univer-

"We're not inclined to think there should be no requirement and nesota, says the costs would be the taxpayer should pay the bill particularly high for institutions when one of these people becomes ill." he says.

Viano for Brief Vialts

Mr. Moro also says colleges will regulations on I visas that hove yet be announced.

For example, the usia plans to propose a new J-viso category that would allow visas to be awarded to people seeking to make brief visits—as short as one day—for a specific conference or a research project. Currently, J visas can be

We hope to increase the veloci-



Ideal For: Executives Coll For A Dealer Near You Realtors Contractors •Professors

Doctors



ncredible

eliar dean.

Ettore F. Infartta, dean of the infinitus of Ettore F. Infartta, dean of the infinitus of technology at U. of Manesata, to senior wyles presides for nacdemic diffusion and "provest of the Twin Citien campus. Maney Walts inguise, coordinator of sudent vertainness and aluman relations in the vertainness and aluman relations in the cardinates of the control of the Companion of the Companion of the Companion of the Companion and Companio

aniversity's Office of Corporate and Poundation Relations.

Magnetic D., Milliark, director of the sodishards of Apparatument at Yels-New Hadishards department at Yels-New Hadishards department at Yels-New Hadishards department of the Second Pourtector of the Columbia II. School of Pocettor of the Columbia II. School of Poundation of the Second Pour at State U. of New Yark
College at Purchase. Vier-prendent of the Columbia III. School of Poundation of the Second Pour Apparatument of the College (Wist), in exists

Jerrial Wisconsider School of the College (Wist), in exists

definition of

tor at Canton (DNo) Preservation Conte-pada 1 of there for of a lami services of Ma-fore College.

It of the college of the

Secretaria de momente correcte, un consensatorio del control college Chicago Urriciatam a Colembia College Chicago Urriciatam a Colembia College Chicago Urriciatam a Control College Chicago Community College, to den development in the shrastven dividual para Patterno, two-president of romannia and development in the shrastven dividual college College Chicago College Chicago Chica

Management,

Dela Soulerling, associate vice-precident
for development at Kansaa U. Endowment Association at U. of Kansaa, to
vice-president.

vice-prosident.
Albert J. H. Sideas, II, former donn of siudents at Miles College, to president,
dents at Miles College, to president,
school at Lesley College, to dean of the
college of professional studies at U. of
San Francisco.

Concept of Prioresional cuuties at U. of San Francisio, annistant professor of cou-ceillon at U. of the District of Columbia, called at U. of the District of Columbia, and the Columbia of Columbia

Reyal K. Teebes, vice-president for alumni development at Northeastern U., to vice-president for development and alumni re-isations.

fations.

substar frammall, former research and development officer of Broohdwie Community College, to vice-president for planning and development.

nine and development.

Betty Travia, associate dean of the collar of the

or anied-nearin occupations at Eigen
Community College.
Jacque Voggell, donn of the college of arts
and science at Vanderbill U., has announced his resignation as dean, effective
Assust 31.

nounced his resignation as dean, effective Agust 31, "Schlass Gragorio Verchel, nentor campaign director at United Way Services of Cleveland, to director of dovolgament at Urasifac College. Watson, controller at Theil College. In vice-president for finance at U. of Dubuque.

IN THE ASSOCIATIONS Deborah L. Bailey, director of the Misority Leaders Fellowship Program at Washing-ton Center, to director of the Minority

Concerns Project nt Christian Callege Coalition. David N. Blette, political and economic offi-cer at Canadion Consalate Concerl New York: to excentive director of Assacia-tion for Canadian Stadies in the United States.

and nor camenan States in the United Balas Bownell, provent and neadmin-vice-president at U. O'ne's Texas, has been elected thair of Texar Council of Series Leaders of Series and Series a

cintian of College and Universities in Ju-pon.
David Lord, business manager at Coloredo College, has assumed the presideacy of National Association of College Aucilia-

National Association of College Aucilia-ry Services.

Blantey A. Morela, director of the Technol-opy Application Center and chairman of seconaphy at U. of New Mexico, has as-sumed the presidency of American Socie-ty for Photogrammetry and Remote Sec-ty.

Attile Yaprak, professor of marketing at Wayne State U., also to executive secre-tory of Academy of Interestional Busi-ness.

MARCELLANY.

Helen Gunningham, director of the Callege Accass Progrem at Philindelphia Schools Collaborativa, to executive directar of Samuel S. Pels Flood Da L. MoCoumlak, president af Texas Quar-anteed Student Loan Corporation, has re-

Deaths

William A. Arrawamith, 67, aniversity pro-fusors and profusors of classical Boston U. and Germe cordisons of classical Boston U. and Germe cordisons of classical at U. S. W. Berner, 1997, 199

mathometeral U. of More interment, and mathometers at U. of More interment, below a Disea, 68, Frare et deut of the coles of medicine out U. of Units, February 15 in Sul Lake City, Sul L

Coming Events

A symbol (u) morks items that have not appeared in previous issues of The Chronicle.

(The Control of the

11-12: Faculty. "Evaluating College Facul-ty." seminar, Kansan State University.

Derver. Contect. Center for Faculty Evolution and Development, (800) 255-275 or (91) 332-3970, for order of the Condender Fundar, marriar, Nave Laiversity, Fert Landerhale, Fin. Contect Novo University, Office of Continuous Contect Novo University, Fert Landerhale, Fin. Contect Statistics, 201 Caltess Avenae, Fort Landerhale, Fin. 3314, 420-420, for Content of Statistics, 201 Caltess Avenae, Fort Landerhale, Fin. 3314, 500-50, 500

2021. Poblasophy. "Philosophy and Essentials." A symptomic Michael State University, Polleron, Col. Centact; Editorials. Philosophy Department. Col. States. Philosophy Department. Col. 2021. Sp. 100. Philosophy Col. 2021. Sp. 100. Philosophy Philosophy Col. 2021. Sp. 100. Philosophy Col. 2021. Sp. 100. Philosophy and philosophy Col. 2021. Sp. 100. Philosophy Col. 2

and U. S. S. R., "conference, Hofure University, Hempstead, N.Y., Contact: University, U. Conference, New Yorkman, U. Contact: University, U. Contact: University, U. C. Contact: University, University, University, University, U. C. Contact: University, U. C. Contact: University, U. C. Contact: University, University, U. C. Contact: University, U.

1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
1999 705-524.
19

1982 March BMYWYPB 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21

a 14; Woman, "WomanNenve" Cureer Pathing and Engowerment for Women of Colar," conference, Lincoln University, Lincoln University, Pountact: 2215 292, 8100, ex. 427. 24-17; Aging, Annual meeting, American Society on Anins, Town and Cunstry Ho-tol, San Diego. Contact: A5a, (415; 543-2817.

22 23 24 25 26 27 28

29 30 31

oil, San Diramin, 1000 and Country Hood.

2617. Bernandten. "Strengthening Har2617. Bernandten. "Strengthening Har2617. Bernandten. Strengthening Har2617. Bernandten. Strengthening Har261. A sociation and American Lattera.

261. A sociation and American Lattera.

261. A sociation and American Lattera.

262. Bernand Salimer Nurth Head. Tow
262. Bernand Salimer Nurth Head. Tow
262. Bernandten. Strengthening Har
263. Bernandten. Strengthening Har
263. Bernandten. Strengthening Har
264. Bernandten. Strengthening Har
264. Bernandten. Strengthening Har
264. Bernandten. Strengthening Har
265. Bernandten. Ber of David L. Paulien, Department of District Constitution and Planning True.

101. Market New York Harverly, Press, St. Association of American I higher St. Association of Compatible St. Association o

sociation, Thursu, Fla. Contact: Junice Stock, 10, 1974-1900. "New Officesions of Stock, 10, 1974-1900. "New Offic

St. Pathigks by

At the state of the state o

in the for Finchty Fortunism of Back ment, 1993 125-237 or 600 June 1994 125-237 or 600 June 199

thee, Radical Philosophy Assecta 221.9.

24 Reading. "Rending the Weold Mineda and Multiculus al Leat nine in flay"s Classrooms." conference. tomost Ginduale School. Claremont. 1. Contact: Philip Dreyer, 17141 621-1.

Met Beiter von der Stelle Derver. 771 in 1021
1021
Met Beiter weiter. "Communications beiter Stelle Stelle Vision auf Stelle Vision au

CONFERENCES, WORKSHOPS, CALLS FOR PAPERS

The 1992 Student Success Course Workshops



In addition to these four-doy workshops, College Survival, Inc., will conduct four one-day Student Success Course Seminars in Los Angeles, Detroit, Son Froncisco, and Dollos. They will also host The 1992 Conference on Student Success Courses in Chicogo, IL.

IN 1992, COLLEGE SURVIVAL, INC., will present a series of four-day workshops in the United States and Canada. The Student Success Course Workshops are exceptional training opportunities for teachers, coordinators, and administrators who initiate or present extended orientation, study

skills, or other student success courses. These new workshops will be the most comprehensive training events ever conducted by Dave Ellis, author of Becoming a Master Student, and members of the College Survival, Inc., consulting staff.

For more information, call or write:

College Survival, Inc. Rapid City, SD 57702-3474 Toll-free 1-800-528-8323

Fax 1-605-343-7553

THE GODDARD INSTITUTE ON TEACHING AND LEARNING

June 26 - July 24

OPENING CONFERENCE - JUNE 26-28 BROADENING THE VISION OF PROGRESSIVE EDUCATION:

Integrating New Perspectives A sniles of dialogues and workshops with: MARY RELENKY on "Woman's Ways of Knowing and Teaching" PHR. GANG on "Transforming Education: A Holistic Perspective" PUTER Mid AREN on "Communities of Hope and Resistance: Citical Pedagogy and Ins Politics of Dillarance" SONIA NII: TO on "Progressive Education and School Reform:

Multicultrum Education in Context*

INSTITUTE FACULTY JOSEPH KIEFER . JULIE WEISBERG . ED CLARK CHRIS BREWER . THERESA BENZWIE . STEVE SCHAPIRO SHELLEY KESSLER . ELIOT WIGGINTON CHRISTINE SLEETER # PEG HOWES # SUSAN BROWN GRACE PALMER . W ILLIAM FREEMAN . GAIL SADALLA STEPHEN WEIMAR - PAULA DENTON

MARGARET CLARK II GUS LYN-PILUSO GODDARD COLLEGE Clainfield, VT 05667 -- 802 • 454 • 8331



Ist NATIONAL CONFERENCE On Research In Development Education:

Integrating Research & Practice

OMNI INTERNATIONAL CHARLOTTE, NORTH CAROLINA

NOVEMBER 11-14, 1992

The National Center for Developmental Relucation

in cooperation with The National Association for Developmental Education

and the College Reading and Learning

> For information, guidelines or proposal submission call: 704-262-3057 or write the National Center for Developmental Education, R State University, Boone, North Carolina 28608. ation, Reich College of Education, App

NORTH AMERICAN

PAN AFRICAN CONFERENCE

May 1-3 · Savannah, GA

CALL FOR PAPERS Conference papers related to issues facing African Americans in Nurth America are invited. Panel presentations on Economics, Indentational Business, Politics, Culture, Women's Issues, Education, Science and Technology, Health and Medicine, Youth, and Religion. Submit 200 word abstract by April 10, 1992.

Contact: Dr. Ja A. Jahannes Chair, Pan African Movement, U.S.A. Box 20059 Box 20059 Savannah Stale College Savannah, GA 31404 Tel 912 356-2208

JOURNAL OF BUSINESS AND MANAGEMENT invites submission of articles on all areas of Business and Management, Including: Accounting, Business Economics, Law, Business Policy and Stratagy, CIS, Finance, Menagement, Markeling, Public Administration and Tex-ation. Author Identity and affiliation should be on cover sheet only. Sand four copies, double spaced plus abstract.

Send articles and requests for further information to: Frank Strier, Editor Journal of Business and Managament School of Management California Stata University, Dominguaz Hilla Carson, CA 90747

Deadline for next issue: April 20, 1992.

Coming Events

Continued From Preceding Page n 20-22: Randing "The Practice and Hep-recentation at Rending in Britain: From the 14th to the 19th Century," interna-tional conference, Cambridge Universi-tional Conference, Cambridge Universi-

stand conference, Cambudy, Cambudge, Cambudge,

ulampolis, Contact: NACAC, Salie 430, Alexandria, Vin. 22314; (703) 836-222; fax 1703; 836-8015. 22: Parsonnal. "Maximizing Staff Devel-opment and Training White Minimizing Costs," professional-development pro-costs," professional-development procontent and Training White Minimizing Costs, professional-development pro-aram, College and University Personnel, Association, Buck Ilay Hilton Hatel, Hoston Cantuct: Lucia Cretellu or Karen Simon, Cura, Sulic 93, 12 33 21th Street, N.W., Washington 20036: 1202 429-4011.

N. W., Washington, 2006;1: 203-206.

23-24: Rand mistog. "The Musik Redutorship Mishan in Non-Paul Prolabels, and the Commission on Institutions of the Commission on Institutions of the Commission on Institutions of Inflame Paul Prolabels, Non-Paul Prolabels, and Contact. Navae Von Kellenburg, North Central Association, 19 Nanth Deurborn Street, Clarage 60001.

Conference for College and university, conference for college and university, conference for College and Events Directors in Conference and Events Directors in Conference

5151.
22-27: Continuing education. "Louiseship Institute for Continuing Professional Ed-cation." Havrard University and Penn-sylvania State University. Cambridge, Mass. Contact: LiCer. 339-C Guttmen Li-biass. Contact: LiCer. 339-C Guttmen Li-cation. Cambridge. Mass. 02138: 6177 493-1372.

control research control to town control on the control of the con

2. "United September 1, order 2001. Unce Uniport.
2520.
2520.
2521. Commission and Connection's Herringer
2520. "Excellent Proceedings of the Herringer
2520. "Excellent Process." Contoct: Jou2520. "E

ins. 12021 462-7849.

24-483 Welding, Annual convention, American Wolfing Society, McCornich Piace East, Chiespo, Coniact, van, SSO N.W. 1315-1, 1315-

0857.
285 Student personnel. Seminar on student-success coursen, College Sorvival loc., Dellas, Consacir cir. 2,650 Jackson Souti-berland College Sorvival loc., 238-873, fat 1695 3-9,7333.
28-873, fat 1695

926 EDUCOM. 25-27: Drug abuse, "Alcobol Policy and

Cummunity Action: Ageodar for To-day," autismal conference. National Avoication for Public Health Policy, 2016.

100 May be a series of the Mark Policy of Street, and Workshington. Community of Street, and Stre

Durchi Polambo, Engino Department, Shipercoharg, Daversity, Shipercoharg, Shipercoharg, Daversity, Shipercoharg, Pu. 17257; (217) 332-1495 vs. 17217 36-86.

Berlin St. T. The American With Daversity Consortium of the Shipercohard Conference, Tri-University Consortium of Bodolity Foliage, Saffold University, Boston, Contact: Lavid Pelifert, Department of Publish Management, Saffold, University, Rosaton (2108-2770; 1817) 737.

26-277. Buston and American Street.

28-27. Bushess and admantin. "New Strategers in Closenshoot Improvement and Workforce Personation." Some strategers in Closenshoot Improvement and Workforce Personation." annual odorsty-Education Congramme, Sheen and Justice Strategy and Strategy

199	2	ħ	March			
	M	1	W	7	•	
1		.3		5	6	7
· 8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

28-27) Institutional research. "Shills for the Pource, Prefer education of the Pource, "Farnding and the Patter of the Academic Library," "Service conference of the Academic Library," "Service conference of the Pource, "Farnding and the Patter of the Academic Library," "Service Conference of the Pource," "Service Conference of the Pource, "Service Conference of the Pource," "Service Conference of the Pource, "Service, "Servic

Academy, Pioceila. Conster 1802 461-7204.
28-28: Asalhalian Divilion median American Society for Academic Management of the American Society for Academic Management of the American Society 1941 756-629-71666en. NY. Contact: 1941 756-629-71666en. NY. Contact: 1941 756-629-71666en. NY. Contact: 1941 756-629-71666en. NY. Contact: 1941 756-629-71666en. Non-taction of the College. Upper Montelar Management of the College. Upper Montelar Management of the College Upper Montelar Management of the Montelar Management of the College Upper Montelar Management of the Montelar Management of the Montelar Management of the Montelar Management of the Management of the Montelar Management of the Management of the Montelar Management of the Montel

per Moscialir, N.J. 07031; (2011) 893-400.
400. Rugilah. Annus lypin conference, 4400.
401. Rugilah. Annus lypin conference, whitesulface of the conference of English,
yon Road, Urbana, ili. 6100; [117] 8798790.
88-289; Highar education. "Retrieving a prace: Retrieving
Tradition. Protecting Puters: Retrieving
to the 21st Contary," incotain conference in the 21st Contary," incotain conference of the 21st Contary, "incotain conference of the 21st Contary," incotain conference of the 21st Contary, "inco
tain conference of the 21st Contary," inco
tain conference of the 21st Contary, "inco
tain conference of the 21st Contary," inco
tain conference of the 21st Contary, "inco
tain contary in the contary inco
tain contary in the contary in th

Kirhsville, Mo. Contact: Dean of the Col-icages. Northcast Missouri State Universi-ty. Kirksville. Mo. 6350; 1816 785-4022, fax 1816 785-4181. 26-281 Hillagy. Conference on the history of Christianity. American Society of Christianity and American Colublic Historical Association. Notre Danie; Ind.

Historical Association, Notre Dame, Ind. Contact: History Conference, Circhwa Center, University of Notre Itune, 614 Hesburgh, Labourg, Notre Dame, Ind. 46556; [219] 739-5441.
482-281: Languion Haghas. "Langston Haghes: the Min and the Writer," conference, Lancoln University man Natural Endowment for the Humanibles, Lancoln Guide, pp. 60-6000; [21] 538-5318.

cvi. 281.
28-201 Languages, Annual mercline, Sentiwest Crinference on Lunguage Tourlingcvic Conference on Lunguage Tourlingcvic Northeathern, Colo. 2012; 1203 423200.
200.
2015 Sentime Colo. 2012; 1203 423200.
2016 Sentime Colo. 2012; 1203 4232013; 1203 4232013; 1203 4232013; 1203 4232014; 1

naodule-on-Hulson, N.Y. Contact: Judi Smith, Institute for Writing and Thinking, Hurt College, Armandule, Hulbann, N.Y. 12504; 1914; 788-7484. 289. Adult adostion. "Adult Teaching Trents," annual conference, Northeast-ern University, Buston. Contact: 16174 443-242.

28-29: Critical thinking, "Critical-Thinking

417-243.

428-260 Gilloof bilinhing, "Critical-Thinkman Teachibus Siratesia", tensonal mistatic, and the state of the stat

Professor of English. I Imanifina Cumma-nit Codings. Structure, NY, 112(3):1351
28-21; Find rishing. "Sacie the Upportune 19." Smilling. "Incident for Charlishel Griving. Woshington Marriert Hotel, Woshington Marriert Hotel, Woshington Marriert Hotel, Woshington, Contact, 12, 48. North Woshington, Contact, 12, 48. North Woshington, Contact, 12, 48. North 22, 29757, Inv. (12), 222-2411. 222-29757, Inv. (12), 222-2411. 232-29757, Inv. (12), 222-2411. 232-29757, Inv. (12), 222-2411. 232-29757, Inv. (12), 222-2411. 232-29757, 222-2411. 232-242-2421. 232-24

State 1962 (2023) 71-31811.

State 1962 (2023) 71-31811.

State 1962 (2023) 71-31811.

State 2023 (2023) 71-31811.

State 2023 (2023) 71-31811.

State 2023 (2023) 71-31811.

State 2023 (2023) 71-3181.

State 2024 (2024) 71-318

APRIL:

1-8: Student recreament. Developing u Creative and Effective Recreament and

et. H.J. Conlact: Thomas Magnell.

April H M T W T I I

1 2 3 1 5 6 7 8 9 10 11

The second secon

the state of the s the contract Contract of the C

Retention Program, working, for Advancement and Support, for Advancement and Support, ition. Chicago. Counc. 10th 31 dec. Chicago. Counc. 10th 32 dec. Chicago. Counc. 10th 32 dec. Chicago. Counce, and Create, and Create, and Create, and Create, and Create, and Counce. Children foods, Click. Not in Rand. Dec Flatin, 81, 6014-183. A L Connect in Monte of Carlo Marie and Wild of Stephen (Carlo Marie and Wild of Stephen (Carlo Marie and Wall of Stephen (Carlo Marie and Marie a

CONFERENCES, WORKSHOPS, CALLS FOR PAPERS

CALL FOR PAPERS

School of Visual Arts Sixth Annual

National Conference ON LIBERAL ARTS

AND THE **EDUCATION OF ARTISTS**



October 15-17 - The Lirake Holel - New York City Registration \$225, After September 24, \$235

This conference will provide a national forum for the ex-L change of ideas and information on the role of liberal arts in the education of artists. Purticipants are invited from art colleges, universities and other institutions that have an interest in calucating artists. A wide variety of topics are welcomed including the role of liberal arts in the education of artists; art programs in a university context; art students and their educational needs, teachers and teaching; academic areas (e.g. sociology, psychology, history, etc.) and art education; liberal arts and art currers; administrative issues as well as other topics. In particular, the conference welcomes papers that focus on ort as one of the liberal arts.

Please forward a 200 ward as well as publication-ready 50 ward abstract by April 19, 1992 to: Laurie Johenning, Humanities and Sciences Department School of Visual Arts OOO 209 East 23rd Street New York, NY 10010-3994 (212) 679-7350 cd 441, FAX (212) 725-3587

CALL FOR CONFERENCE PROPOSALS NORTHEAST REGION ACADEMIC AFFAIRS ADMINISTRATORS

November 4-6, 1992 Baltimore, MD • Tremont Plaza Hotel

"Redefining Education: Creative Solutions through Partnership and Collaboration" The conference theme is intentionally broad to invite proposals that address a variety of concerns to Academic Affels Administrators. We would particularly welcome programs on the following topics:

· Partnership with business and

Partnership Partne

Shared responsibility
 Professional development
 Retention

Team building

Inclusive education
 External and internal program

 Professional and liberal education
• Collaborative advising

SEND PROPOSALS TO: Eugene A. Peterman, Assistant Dean Bryant College, 1150 Douglas Pike Smithfield, RI 02917 (401) 232-6308 DEADLINE APRIL 17, 1992

> ORAL HISTORY WORKSHOP offered Summers in Vermont since 1975 Designed for researchers aspiring to master oral history skills in a HOW-TO-DO-IT Setting.

By
Charles T. Morrissey, Professional Oral Historian
with 30 years' experience AUGUST 3-7, 1992 At the Vermont College Campus of Norwich University located in the heart of the Green Mountains. For information and to register, contact Sandra Joslyn Vermont College of Norwich University Montpeller, Vermont 05602 * (802) 828-8802 PENN STATE

WHO

INSTITUTIONAL DEVELOPMENT OFFICERS • SMALL BUSINESS PROFESSORS COLLEGE ECONOMIC DEVELOPMENT OFFICERS!

WHAT

Invitation to Attend a National Conference Organized to Examine New Organizational Structures, New Project Models and New Funding Sources for Economic Development

 NEW RESOURCES — NEW PROGRAMS TO COMBAT DECLINING STATE AND FEDERAL FUNDS NEW FORMS OF PROFIT/NON-PROFIT PARTNERSHIPS NEW PROGRAMS TO REPLACE TRADITIONAL ECONOMIC DEVELOPMENT EFFORTS

WHEN & WHERE May 10-13, 1992 in Pittsburgh, Pennsylvania

SPONSORED BY The Pennsylvania State University

Call 412-565-7018 For Further Information or Registration

CALL FOR PAPERS

International Sociological Association's

HITCHIMUMAI SOCIOUNGEAN ASSOCIATION IN RESEARCH COMMITTEE 428 (Social Stratification) Conference Lucativa; Seh Lake City, Und Dates: August 17-18, 1992 Theres: "Maldily sed Change of Stratification Systems" Treather season libra rate: Treath is Groundlike and Educativa - Gender Stratification - Stratification of Lucativa - Gender Stratification - Stratification - Incomplex and Educativa - Gender Stratification - Stratification - Incomplex and Educativa - Gender Stratification - Stratification - Incomplex and Educativa - Gender Stratification - Stratification - Incomplex and Educativa - Gender Stratification - Stratification - Incomplex and Educativa - Gender Stratification - Incomplex and Incomple Irenth ar Cross-Notional Social Mounty : works system stratification - litting and Racial Inequality and Editication - (Ender Stratification - Ellinic and Racial Stratification - Organizational and Institutional Aspects of Stratification - Netlands and Models of Social Mobility - Insequality and Public Policy. Melliniti and Modets of Social Moonity : inequality nine a court courts, Sind advanted fipsher by May 30, 1992 has Ban Dev Sharda, Professor, Department of Sociology, 301 Social Behavioral Science, University of Unit, Sall Lee City, Unit Mell JP. Pinon (801) 581-8029, Par (811) 268-7591. EMAIL: Sharda@CCCUTAH.EDU.



For information on how

The Chronicle

can help insure the success of

organization's

next meeting,

call:

Display

Advertising at

(202) 466-1080.

1 June 29-August 21, 1992 The unsurpassed resources of Harvard University make its Summer School an exceptional place to sludy all forms of creative, expository, and pro

Harvard University

Summer Writing

Program

writing.
Featured are small classes, one on one conferences and unique courses tought by stated instructions with a real any writing part of the state of the sta Serie Passing

Day of the last purpose of the last of the

CONFERENCES, CALLS FOR PAPERS

Biomedical Issues and Opportunities: Investing in the Future

May 1 & 2, 1992

Hyatt Regency Cambridge Cambridge, Massachusetts

A notional conference for administrators from utilive sity under call schools, dental schools, schools of phormacy, leaching hospitals, university offiliated foundations and research centers, and the state of the schools of the sch notional conference for administrators from university mediand research institutes to discuss successful management models that deal effectively with the problems created by biomedical research activities; to provide the most current information on federal policies; to present current issues and policy changes at NiH.

Clinical Triols & Accounting • Legislotion

· Conflict of Interest Human Subjects
 Technology & Moterial Transfer Misconduct • Ethics

The registration fee of \$275 includes two continental breakfasts, two luncheans, reception and refreshment breaks.

A Notional Conference Sponsored by The Notional Council of University Research Administrators One Dupont Circle, Suite 220 Woshington, D.C. 20036

For more information, coll (202) 466-3894.

FACULTY SEMINARS ABROAD

Overseas Professional Development Seminars 1992-3

1. Moscow and St. Petersburg, Russia June 13 - 27, 1992 "Rebirth of Russia" Estimated cost is \$2,350 for homestay and \$2,650 for hotel, including airlare from New York

2. Caracas and Canaima, Venezuela May 31 - June 7, 1992 "Social Cultural end Environmental Aspects of Venezuelan Development" Estimated cost is \$1,500, including alriare

3. Mexico City and Querétaro, Mexico Sept. 26 - Oct. 4, 1992 "Mexico Today" Estimated cost is \$1,400, plue airfere

4. Berlin and Potsdam, Germany October 3 - 10, 1992. "Berlin at the Crossroads of History, Geopolitics and Economics" Estimated cost le \$1,695, including airfare

5. Seville and Lisbon, Spain and Portugal March 4 - 13, 1993 "Spain and Portugal: 1993 and Beyond" Estimated cost is \$1,250, plua airfare



"**"**

For registration information, contact College Consortium for College Consortium for International Studies (CCIS) 301 Oxford Valley Road, Suite 301 Oxford Valley Road, Suite 203B Yardiey, PA 19067 (215) 493-4224

CALL FOR PAPERS

10th International Conference On New Concepts in Higher Education

Sponsored by: International Council for Innovation in Higher Education

Hosted by: Universidad Iberoamericana A.C.

Presentations of interest to university administrators, scholars and

December 7 - 10, 1992 • Mexico City, D.F.

For further information and registration details, write:

Dr. Erwin Waschnig, Executive Director ICIE, c/o CSM

121 Bloor St. E., Ste. 1003 Toronto, Ontario, Canada M4W 3M5 PH: (416) 960-3805 FAX: (416) 960-0780

Coming Events

Confused From Preveiling Page
8-8: Himmelline. "The Spanish Jews and
the Engulston of 1992," research conformed
the Engulston of 1992, "research conformed
anniels. University of Stathern Chifornia, Lot Angeles. Consiet: Mode Land
Lat Angeles. Consiet: Mode Lat Angeles
the State of State of Conference of State
1998-1993, 12(1) 1740-1015.
3-18: State of State of State of State
1998-1993, 12(1) 1740-1015.
3-18: State of State of State of State
1998-1993, 12(1) 1740-1015.
3-1998-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1999.
3-1998-1998-1999.
3-1998-1998-1999.
3-1998-1998-1999.
3-1998-1998-1998-1999.
3-1998-1998-1999.
3-1998-1998-1999.
3-19

Deadlines

A symbol (a) marks items that have not appeared in previous Issues of The Chronicle.

March 23: Commantly service. Applications for greats under the National and Com-munity Service Act of 1990. Constitu-Commission on National and Creminishis Service. P. O. on a 33119. Washington 20033; (2021 724-060). feet (2022) 724-1666.

	063-9300, 18x (609) 693-1511.	
	March 31: Children's Hersturn. Applica lions for fellowships for research using the de Orummond Collection. Contact Dec Jones. de Grummond Collection Southere Station 00: 5148. Discontinu	- I man Stavete
	lions for fellowships for research using	1092 March 199
	the de Orummond Collection, Contact	8 M T W T F B
	Dee Jones, de Grummand Collection	
_	Southere Station Oox 5148, University o	1 1 2 3 4 5 6
	39406-5148; (601) 266-4349. March 31: German studies. Applicants from	8 9 10 11 12 13 14
	meron 31: German studies. Applicants from	15 16 17 18 19 20 2:
	young scholart for pottdoctoral retiden	20 00 04 05 25 25 25
	lellowshipt for stadies in the social sel-	22 23 24 25 26 27 28
П	followships for stadles in the social sciences. Confuct: Bosch Younger Scholurs Progrem in the Social Sciences, American Institute for Contemporary German Studies, John Honking University Principles	1 29 30 31
	Progrem in the Social Sciences, Ameri-	11
	can institute for Contemporary Octman	
	Studies, Johns Hopkins University, Suite	
	350, 11 Oupont Circle. Washington 20036; (2021 332-9312.	March 31: Energy research. Applica
	20036; (202) 332-9312.	
		cray related animale tranceships
ı	for two-year fellowahlps under the South-	ersy-related science and engineering
	ere Community Pertners Program. Con- taci: Southern Community Partners Pro- gram. 214 Taylor, Education	calion Program, Mouna J. Prokap
ų	Mc): Southern Community Partners Pro-	cation Programs Manager, Office of versity and Science Falucation Prog
	stam, 214 Taylor Education Ouildina. North Carolina Central University, Tur- ham, N.C. 27707; (919) 683-1840. April 12 Engineering and government, Appil- cations for participation in the Appoin-	Office of Energy Research, ER-85 partment of Energy, Woshington (2021/86/8949, 11) of further infram (2021/86/8949, 11) of further infram
	North Carolina Central University, Dur-	portment of the Research, F.R.S.
1	mam, N.C. 27707; (919) 683-1840.	(2021 SRA ROAL ATTY, WICABITHE
	April 11 Engineering and government, April-	see Katanto Citibr mriher mirum
	calons for participation in the American	see Federal Revisier, February 11,
1		March 24 Camaria
1	ai Oovernment Fellowship Programs, in	Merch 31r Hamenities, Application
J		
ı	Congressional committee, U.S. Senator	ing assumptions about human being their social systems. I ontact:
1	or Representative, in the White House	Man Contact:
1	or Representative, in the White House Office of Science and Technology Policy, or in the U.S. Coremerce Oepartment's Technology Autoplatests.	
1	or in the U.S. Coremerce Ochariment's	brook Institute, 1550 Sutter Street
1	Technology Administration during 1992-	Francisca 94109; (415) 441-5034.
1	93. Contoet: Pamela Roznoy, American Society of Mechanical Final Control	April 1: Hemanities. Applications for a for higher education programs in the manities.
1	Society of Mechanical Engineers, Sulle	months reducation programs in th
1	200, 1828 L Street, N.W., Washington	
١	Society of Mechanical Engineers, Sullie 906, 1828 L. Street, N.W., Washington 20036; (202) 785-3756, fax (202) 429-9417. April 14 Adult education, April 14 Adult education, April 15 Adult education, A	Programes, National Endownient for
١	April 1s Adult aducation. Applications for	Rumanilles, Rnom 302, 1100 Penns nia Avenae, N.W., Washington 2
ı	learning for research on "Adalt	(202) 796,0300 2
ł	fellowships for research on "Adalt Learning, Assessment, and Reflection."	(202) 786-0380. April 1: Humanities. Applications for a
1		lo conduct institutes in the human
ı	or on Adult Learning, Empire State Col-	dering managed to the numus
1		daring summer 1993. Cootact: Nat Endowreent for the Hurennistes, F Ji6, 1100 Pennsylvania Avenue, N Washington 20506: 12021 286 016.
ı		116. 1100 Personnings, F
1	April 1: Africa. Applications for short-term fellowships for research in West Africa	Washington 20506; 12021 786-0463.
ı	fellowships for research in West Africa,	April 1: Hamanities. Applications from tional omanizations and learned soci for grants to enable American
ı		tional omeniantia. Applications from
ı	in any disciplino. Contact: Sherl Price,	for areas to emply and learned soci
П	Centers, Suite 3123 1100 Legenteh	Dursue meant in the ericlin schola
ſ	Conneil of American Overseas Research Coalers, Sulte 3123, 1100 Jefferson Orive, S.W., Washington 20560. April 1: Blach studies. Applications for the Letila Woods Grown Oradusts Fellow- ship in African-American Litera	for arents to enable Arecricum scholas pursue rescoren ia the United States abroad on foreign entitures und to carli rate with foreign entitures und to carli
ſ	And 1: Bleet studies 20560.	rate with foreign enlicagues. Con
ı	Letilla Woods Opplications for the	National Radamera Children Con
=	ship in African American Fellow-	Room 318, 1100 Personnel
:	Culture, Contact: Omerican History and	N.W., Washington 20074 - 2200 Ave
1	Arts and Sciences Occase School of	Room 318, 1100 Pennsylvania Ave N.W., Wathington 20506; 12027 786-0 April 3: Billingual education. Applicat for grants unless the N. Application of the control of the cont
ı	University, Phillips T 212 Washington	for grants under the Developmental II
ı	20052; (202) 994.6210 Washington	gual Education Process
,	April 1: HumaniSee, Applications 6	tor aranta under the Developmental II unal Education Program. Contuct: corro Lare or Rebeccu Richey. Detreent of Education. 400 Manches
	lowships for Spring 1993 Contests III	reent of Education, 400 Municipal
П	Lottle Woods Grown Graduate for the ship in Afficiar-American History and Chilere, Contact: Ordulus School of University Contacts, Course Washington University Contacts, Course Washington 2003; (202) 994-230. [27]. Washington 2003; (202) 994-230. [27]. Washington Application Center for the Humanities, 146 Editorial Center for the Humanities of	reent of Education, 400 Muryland a suc. S.E., Room 5086, Switzer Guile Withinston 20202-6641; 12021 732-5 (For further Information and Education and Educati
	asm Orive, Charlottesville, Ve 32003	Wruhington 20202-6641: 12024 722 6
	3207: (804) 924-3296,	(For further information, see Fed Register, January 10, 1992, Pages 3, 9,)
	April 1: Research libraries, Applications	Register, January Jo. 1992 Pages 3
١,	for summer internships from preducts	9.) Pages 3.
Ш	students in the hurenities or social sci-	April 18: Women. Applications for signal for postdoctoral research using Henry A. Murroy Research Center. a postdory of social- and behavioral-cases data for the study of lice.
Ш	encos who are interested in careers as ar- chivists or illorerians to careers as ar-	arnels for postdoctoral research using
ч	chivists or librerians in special collec- tions research libraries. Contact: Beth Carroll-Horrechs. Assistant	Henry A. Murroy Research Center .
ı	Carrell III Ibraries. Contact: Rath	politory of social- and behavioral-
	Carroll-Horrocks, Assistant Librerian and Manuscript Librerian, American Philosophical Society Libra.	eneet data for the study of lives over t
	ball manuseripi Librarian, American	with a special focus un the lives of we
1	Biol Control Society Library, 103 South	en. Contact: Munny Research Con
ı	Philosophical Society Library, 103 South Fifth Street, Philodelphia, Ps. 19106; (215) 440-3409.	Raucille College, 18 Oarden Ste
J	April 18, Barrier	en. Contact: Murny Research Cen Radcliffe College, 1a Oarden Str. Combridge, Mass. 02138; 16171 495-81 April 24 Metrolaya.
ı	April 18; Engineering and solence. Applica-	April 24: Metrology, Applications onder Metrology Education Vani
ı		Mattology, Applications onder Metrology Education Equipment Gr Progrem. Conlect: Dork. White, Gr Coordinatur, Brown & Sharpe Munui uring Company, Asto Davkius, Freei- Park, North Kingstown, R.1. 02852;14 886-2382.
١		Constitution Contact: Dorls White Co
٠ſ	residence at federel ageneics or research	tudes a Brown & Sharpe Munut
-1		Dock Company, MSO Daylein President
1	Engineering D. Office of Scientific and	Parn, North Kiasstown, R.1. 07857-14
1	search Council Personnel, Notional Re-	866-2382.
1	nuc. N W Waster Constitution Ave.	- Com an Library technology, Application
ł	334-2759 " "Feenington 204 8; fex (202)	Technology under the College Libr.
1	Ensineorina Personoel, Nruional Re- tearch Council, 2101 Constitution Ave- nuc, N.W., Washington 20415; fax (202) 334-2759, April 18, German atudina, Application	April 28; Library technology. Application for smalls under the College Library Technology and Cooperation Grants Param. Contact: New Action Contact.

GRANTS

search. Contact: Areerican Institute for Contereporary German Studies, Johns Hopkins University, Suite 350, 11 Du-pont Circle, Washington 20036; (202) 332-9312.

post Circle, Weddington 2016; (2019) 332-332, 332, 332, 332, 34pd 38; Health physics. Applications from feedly members in bendit privaces, and security of the control of t

March 24: Basery measure. Arphications for anists for arishular trader-blow in eactory-related science and easinectiae discovered to the control of the cont

2007 (200) Agrandsseiter, m. carea2007 (200) Agrandsseiter, m. c

20208-5571; 1202) 219-1871. qu'il information, see Federal Repo 2 ruary 11, Page 4,934.)

information, 1002 Jacob Services and Service

VIDEOCONFERENCES

Tastelling Fund raising expert BARRY NICKELSBERG predicts what's in store for philanthropy in the years ahead...

Get the fundamentals of fund raising in today's economy...Learn how to read trends...Find out how

to connect with busy grant makers—and what to

work...View with colleagues and host others for

THE NUTS AND BOLTS OF FUND RAISING

UNTANGLING THE POUNDATION MAZE September 16, 12noon-2PM (ET)

CETTING TO THE BOTTOM LINE WITH

December 9, 12noon-2PM (ET)

1(800) 257-2578

say... Hear what goes into proposols that

April 29, 12noon-2PM (ET)

Ingr., Savannish, Gu. J1404; e123 J56-2200.

April 202 Assessment, Proposals for povi-ble precentations at an international con-buting processing and an international con-cepts of the process of the process of the dec. the Netherlands. Comiaci: Trady W. Barta, Director, Center for Avensorial Hold Avenue. Knavaile. Tean, 3794-2439; for at 153-174-272.

Assentations at an annual symposium on fi-turely history, us be held in Discember in Symposium of the process of the processing timely history, us be held in December in Symposium of the processing of the timely history, us be held in December in Symposium of the processing of the Life. for possible presentations, at the unasal coefficience of the Communal Studies Associated of History, vestern life on. Department of History, vestern life on.

1992		April			1992		
3	М	7	W	٦.	F	18	
_			1	2	3	4	
5	6	7	8	9	10	11	
		14					
		21				26	
26	27	28	29	30			

April 30: Communication. Provincity on the Interest. "We for possible presentations at the American Communication of the Florida Communication of Academic A

hrook College, 7th Stevens Avenu Portland, Mc. 04103. Porlingd, Mc. 04103.
Agail 20: Welding, Pruposals for possible presentations at a conference on basic writing, to be held in October to College Park, Md. Condact: Carolyte Kirkpairick, Department of English, York College of City University of New York, Jamaica, N.Y. 11431;17183 262-2470, fax (7181 262-2027).

2027.

Academic Report on the theme "Saucriet Academics in Costemanum? Letino Art. The Costemanum. Letino Art. The

ner Assommen Research and Development, University of Tennoses, Claim Andre Hell Avenue, Rosa (18) 474-278.

1996-139, (18) 794-230 or (18) 1994-299.

1983, (as 16) 1974-271.

1983, (as 16) 1974-271.

1984-1994, (18) 1994-299.

1984-1994, (18) 1994-299.

1984-1994, (18) 1994-299.

1984-1994, (18) 1994-299.

1984-1994, (18) 1994-299.

1984-1994, (18) 1994-299.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1984-1994-2994.

1

10465.
Computers. Proposals on the theme "Computers on Campus," for possible presentations at a conference, to be held in November in Columbia, S.C. Contact: Computer of Columbia, S.C. Contact: Contact

interior on Camera, "for possible revenients on a soufference, to be held in November in Camera, and the Sevenients of Camera, the held in November in Camera, and the Sevenients of Camera, and Applications, and the Sevenients of Camera, and Applications, and the Sevenients of Camera, and Applications, and the Sevenients, and Applications, and Applications, and the Sevenients, and the Sevenients of Sevenients and the Sevenients, and the Sevenients and

NOVA, Route 2, 80x 606, Pullman, with a 199163. State Propostis for possible proconsistions: the meast conference of the cities. The propostis for proconsistions are the conference of the cities. The cities of propositions. Clearly and North Carolina. Clear 100 (North Carolina. McC. 2022; (704) 374-398, or for propositions of the cities of

Nursh 31. Administration. Octoral dimer-irations accepted between Jaty 1, 1990. and Jame 30, 1991, (comiss on curvein la-sons in the nonministration curvein la-sons in the normalization curvein la-teration of the comments of the com-traction of the comments of the comments of the com-traction of the comments of the comments of the comments of the com-traction of the comments of the comments of the comments of the com-traction of the comments of

of Philadomh, Pathdomh 13266, (412) 468-1556.

Agel Li Sfeldoes. Monographs, published within the part to warr for consideration of the part of the pa

The Chronicle of Higher Education

entrop Carbin Gwaltney

MANAGING EDITOR Malcolm G Scully ASSOCIATE EDITOR Edward M. Weidlem

ASSOCIATE MANAGING EDITORS Cheryl M. Fields (Point of View & Opinion)
Paul Operativenus (International), Scott Jaschik (Naturnell

Paul Octob-ceast International, Setol Jacken, International, Setol Jacken, International Statistics, Setology, Piercenia, P. Perichariani, Fater I. Sandrod Part Olivector, Edib U. Tuylor (Daterie), Beechy T. Walkins (Information), Carbon, Setology, Setolog

Olicetori. Edib U. Toylor (Icatel). Secry 1, varietà innovaniani (rechology) structura (Laverace Bemiller, Eller K. Conghlin, Robert L. Jacobon Aspognata strono Barbaro Gold Levin (Section 2) convention bian Massie (Arpush, Orbin E. Blaum, Goldie Biannenstyler, Crystal Cag. Michel & K. Collon, Collem Credes, Thomas J. Delaughty, Sayan Dodge, Controy Landerman, Genise K. Magarr, Julie L. Nicklin, Trance H. Orbin, Chris Raymord, Jean Novelburi, Lam Thompson, Duvid L. Wheeler, Icavid L. Wilson ansatswar Art ongeron Blate Vedica and Control Control

STORIST ARRIBERTH Jack (Incomen
contempolations)

Zo Ingalic, Keren J. Winkler,
Kusherina S. Mangan (Austia), Jack McCordy (Les Angeles),
Sandey Supin (New York), Peter Monaphan (Sealited
movemen Critical Bonasque (Augella Jack McCordy), Lles Angeles),
Sandey Supin (New York), Peter Monaphan (Sealited
movemen Critical Bonasque (Augella Jack McCord),
Time Insens (Chilet, Nick Driver (Chinak Lealie Chaye Wirron (Colombas),
Time Insens (Chilet, Nick Driver (Chinak Lealie Chaye Wirron (Colombas),
Timen Hollag, Davido Deder Hackent Europel, Parrich Bert (Paneck,
Timen Bona (Leanie March Hanne),
Timen Bona (Chinak Lealie Chaye Wirron (Colombas),
Timen Bona (Chinak Lealie Chaye Wirron (Colombas),
Timen Bona (Chinak Lealie Chaye Wirron (Chinak Lealie Chaye Chinak Lealie Chaye
Timen (Chinak Lealie Chinak Lealie Chaye
Timen (Chinak Lealie Chinak Lealie Chinak Lealie
Timen (Chinak Lealie
T

ASSOCIATS PUBLISHERS William D. Cruger, Joyce Hackley Glusto.

COMPTROLLER 'Thomus M. Ucouschamp DIRECTOR OF FINANCIAL SERVICES Acquis Petrillo ACOCUNTURA ASSOCIATE Anne SI. VII ACOCUNTURA ASSOCIATE AND CONTROL BORRIE DIRECTOR ACOCUNTURA PERSONATE MATIC Engel Earnhan ASSICTANTS Johann Crow. Sumaci Existencia

NAM-AF ADVENTISATION DIRECTOR Domin Deaton (Washington)
INFORMAL ARRANGINED DIRECTOR (Inco. C. Wilson, Jr. (New York)
INFORMAL BALLE, MARAMEREM Meg. (Consolt) Milmonacollis,
James G. (Dilbni and Layer Middleton (Car Angels and Sim Franchico ValerIngels ValerInfoRMA CARLES (Promote Carceler Director)
INFORMATION (Consolt Promote Carceler Director)
INFORMATION (InfoRMACE)
INFORMACE

BULLETHS BOARD DIRECTOR OF CHEMPORE Laure S. Hurris DREATOR OF PRODUCTION Scatters. Cellifer Committee of Cellifer Cellifer Committee of Cellifer Cellifer

PRODUCTION AND COMPAIRS DIRECTOR CHEMIA A. Lindgres MANAGERS Cyvalbs J. Kennedy, Seve Smith Compairs and Comp

our di

CHRONICLE TYPE & DESIGN PROBLETTON COMPONATOR Holly C. Horner ART ASSOCIATES Sherrie Ocod, Jojo Gragasin, Jasmine S. Stewart Administratory Assument Lynn P. Calcocki

BENTOWILA AND BRIBBIESS STROME 1513 Themsy-Third Street, N.W.,
1838SECHEPOUS AND GRANGE OF ADDRESS FOU CRIES Dox 1955, Mortes, Chlo
4355, 1803 347-4900
1804 1803 146-4000
1804 1803 1803 1804 1803
1804 1804 1803 1803 1804 1803
1804 1804 1803 1804 1804 1803
1804 1804 1804 1804 1804 1804 1804
1804 1804 1804 1804 1804 1804 1804
1804 1804 1804 1804 1804 1804
1804 1804 1804 1804 1804
1804 1804 1804 1804
1804 1804 1804 1804
1804 1804 1804 1804
1804 1804 1804
1804 1804 1804
1804 1804 1804
1804 1804 1804
1804 1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804
1804 1804

The Chewicks of Higher Education (1994) 000-5092. In published seedily accept the field with August and the Aug